

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION

-----X
STEVE MARITAS, AN INDIVIDUAL and UNITED
FEDERATION LAW ENFORCEMENT OFFICERS &
SECURITY-POLICE BENEVOLENT ASSOCIATION
(UFLEOS-PBA), and unincorporated international union,

Plaintiffs,

Case No:

-against-

Hon.

Mag.

INTERNATIONAL UNIONS, SECURITY POLICE
AND FIRE PROFESSIONALS OF AMERICA
(SPFPA), AN INTERNATIONAL UNION, AND
DAVID L. HICKEY, THE INTERNATIONAL
PRESIDENT OF THE SECURITY POLICE
AND FIRE PROFESSIONALS OF AMERICA, and
DWAYNE PHILLIPS, an individual,

Defendants.

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PLAINTIFFS' COMPLAINT

Plaintiffs, Steve A. Maritas (hereinafter "Maritas") and UNITED FEDERATION LAW ENFORCEMENT OFFICERS & SECURITY-POLICE BENEVOLENT ASSOCIATION (UFLEOS-PBA), and unincorporated international union, collectively ("Plaintiffs") through their attorneys, Nunley Wheelock, PC, submit their Complaint against Defendants International Union, Security, Police and Fire Professionals of America ("SPFPA"), David L. Hickey ("Hickey") and Dwayne Phillips ("Phillips") (hereinafter, "Defendants") as follows:

PARTIES, JURISDICTION, AND VENUE

1. Maritas is a New York resident and organizing director for UFLEOS-PBA.

2. UFLEOS-PBA is an unincorporated international union, organized and existing under the laws of the District of Columbia.

3. SPFPA's is an unincorporated international union, organized and existing under the laws of the State of Michigan with its Headquarters located in Roseville, Michigan, and SPFPA is doing business throughout the State of Michigan.

4. Hickey is a Michigan resident and is SPFPA's International President.

5. Phillips is a Michigan resident and is an employee of SPFPA.

6. This Court has jurisdiction pursuant to 28 U.S.C. § 1332(a) (1) because the matter in controversy exceeds \$75,000, exclusive of interest and costs and is between parties/citizens of different states.

7. Venue is proper in this Court pursuant to 28 U.S.C § 1391(b) (2) because events giving rise to the claims in this lawsuit occurred in this judicial district.

FACTS

8. On or about February 7, 2013, UFLEOS-PBA's organizing director Maritas left SPFPA to seek other opportunities.

9. Maritas founded LEOSU, on July 6, 2015 to compete with SPFPA in the organizing of police, security police, special police, protective service officers, security guards and all other security professionals nationwide.

10. In March 1, 2021, LEOSU a separate and distinct union under LEOS-PBA through its executive board agreed to merge with several other smaller unions engaged in similar occupations and those unions formed UFLEOS-PBA.

11. Since Maritas left SPFPA, and under his leadership, Maritas has demolished and vanquished SPFPA in nearly every election between SPFPA and Maritas.

12. UFLEOS-PBA has continued its rout of SPFPA since the merger.

13. Due solely to the embarrassing nature in which UFLEOS-PBA has trounced SPFPA in elections, SPFPA has and continues to through Hickey, Phillips and SPFPA to publish insulting, untrue,

misleading, and defamatory statements against the Plaintiffs.

14. Defendants disseminate this information through multiple platforms Defendants controls and/or operates individually or through the union, including, but not limited to the following:

- Websites operated and controlled by Defendants

- Spfpa.org
- Eyesonufleos.org
- [Facebook- SPFPA-MSAK9](https://Facebook-SPFPA-MSAK9)
- <http://tapme.ws/yfRTY8>
- <https://tpame.ws/4G9OGU>
- <https://tapme.ws/Vh62O2>

15. Defendants also distribute through posters, flyers, emails, direct mail and text messages sent to: 1. local union members, 2. members of other security officer, police officer, security police, special police, protective service officer, and security professional unions, 3. SPFPA members, 4. shops Maritas/UFLEOS-PBA are attempting to organize, and 5. other unrelated third parties, defamatory statements about Plaintiffs. (See **Exhibit A-Defamatory materials sent**)

16. On their internet sites, Defendants have published defamatory statements against Plaintiffs, and Defendants continue to publish additional defamatory statements against Plaintiffs on a regular basis.

COUNT 1

(Defamation/Business Defamation/Defamation by Implication)

17. Plaintiffs adopt all paragraphs above as if fully set forth herein.

18. Defendants have published numerous insulting, untrue, misleading, and Defamatory Statements against Plaintiffs as identified in allegation number 14 and specifically identified below. Generally, these statements falsely characterize Plaintiffs as, or imply that Plaintiffs are, corrupt, criminal, and otherwise unworthy of support.

19. Defendants negligently or with actual malice published the defamatory statements

regarding Plaintiffs to current and potential local union members, and the millions of third parties who viewed Defendants' internet platforms.

20. Defendants published the defamatory statements to third parties with knowledge of the falsity of the defamatory statements or in reckless disregard of their truth or falsity.

21. The defamatory statements have a tendency to, and did, prejudice Plaintiffs in the conduct of its business and deter others from dealing with Plaintiffs.

22. The defamatory statements Defendants made were not privileged.

23. Plaintiffs have demanded, and Defendants have failed to issue, any retractions.

24. As a direct and proximate result of Defendants' wrongful conduct, Plaintiffs have suffered substantial economic injury, loss of goodwill, harm to its business reputations, loss of esteem and standing in the community, loss of business opportunities, and other damages that may arise during the course of discovery and the course of this trial.

25. Defendants' defamatory statements are defamation per se.

26. Specifically, Defendants alleged that Plaintiff Maritas used or would use union funds to pay for a civil judgment rendered against him personally. (See Exhibit A-Defamatory materials sent).

27. Defendants falsely alleged there was a decision of the defamation claims filed by Plaintiff Maritas, and Defendant, SPFPA's state court judgment against Maritas involved defamation. (See Exhibit A-Defamatory materials sent).

28. Defendants falsely alleged to members and potential union members on July 7, 2022 through its internet sites that UFLEOS-PBA offers: "no service, no grievance support, no representation, forced contract extensions and missed negotiations" for the sole purpose of defaming the reputation of UFLEOS-PBA. (See Exhibit A-Defamatory materials sent).

29. Defendants falsely alleged to members and potential union members on August 10, 2022 through its internet sites that UFLEOS-PBA faced "contempt of court, when Defendants knew that was false. No motions were filed alleging the same and UFLEOS-PBA was not a party to the litigation in question. (See Exhibit A-Defamatory materials sent).

30. Defendants falsely alleged to members and potential union members on August 2, 2022 and August 8, 2022 through its internet sites that UFLEOS-PBA was a “troubled union” and was “under new investigations”, when Defendants knew that was false. (See **Exhibit A-Defamatory materials sent**).

31. Defendants knowingly alleged false information to members and potential union members on August 10, 2022 through its internet sites that Maritas:

- Maritas served time in a San Diego Prison and the same is false;
- Maritas owes over \$100,000 in Federal taxes to the IRS and the same is false;
- Maritas has collections and/or creditors from a company called “Fox Rent-a-Car and RG Constelli and Associates which is false;
- Ordered to appear before a Federal Judge on contempt of court charges which is false;
- Maritas is a felon;
- Maritas uses union dues to benefit himself without any legal support and the same is false;
- Maritas and/or UFLEOS have used anti-union actions or illegitimate tactics and the same is false

(See **Exhibit A-Defamatory materials sent**).

32. Defendants falsely alleged on August 10, 2022 through its internet sites that Maritas failed to show for a scheduled creditor’s exam and may face arrest when in fact; Defendants failed to properly serve any legal process and was forced to start the process to properly conform to the laws of New York and Michigan.

33. Defendants falsely alleged on August 13, 2022 through its internet sites that Maritas filed a false copyright claim, and SPFPA published this information to defame and falsely accuse Maritas and further sully his reputation. (See **Exhibit A-Defamatory materials sent**).

34. Defendants knowingly alleged false information to members and potential union members through a FaceBook posted on April 29, 2022 that Maritas served six (6) months in prison for felony stalking. (See **Exhibit A-Defamatory materials sent**).

35. Defendant Hickey on August 27, 2022 falsely asserted that Maritas owed \$100,000

in taxes, warrants for unpaid child support and an assertion of a multi-million dollar judgment in federal court and SPFPA published this information to defame and falsely accuse Maritas and further sully his reputation. (See **Exhibit A-Defamatory materials sent**).

36. Defendants on September 6, 2022 through its internet sites grotesquely allege Maritas had fled the jurisdiction after his current wife who is still grieving from the loss of her son made untrue statements which temporarily resulted in now dismissed orders, and SPFPA published this information to defame and falsely accuse Maritas and further sully his reputation. (See **Exhibit A-Defamatory materials sent**).

37. That Defendants in this same September 6, 2022 post reiterated a false statement that Maritas served time in a San Diego prison and failed to pay court-ordered child support. (See **Exhibit A-Defamatory materials sent**).

38. Defendants on September 10, 2022 through its internet sites grotesquely published statements from his current wife who was suffering from the recent loss of her child and attempted to payoff Maritas' wife with donated money to obtain private and confidential communications to further attempt to defame and falsely accuse Maritas. (See **Exhibit A-Defamatory materials sent**).

39. Defendants on September 29, 2022 through its internet sites false information that Maritas was fired in an attempt to sully his reputation. (See **Exhibit A-Defamatory materials sent**).

40. Defendants on September 29, 2022 through its internet sites false information that Maritas destroyed relevant evidence in a defamation lawsuit and that LEOSU, the union Defendant, would be responsible for any actions done by Maritas in an attempt to sully his reputation. (See **Exhibit A-Defamatory materials sent**).

41. Defendants on September 29, 2022 through its internet sites false information that the "feds" will catch up to Maritas and the time is here.

42. That the "feds" as used is nomenclature and refers to the FBI or law enforcement and no such investigation is even open and the statement was made to further sully Maritas'

reputation. (See **Exhibit A**-*Defamatory materials sent*).

WHEREFORE, Plaintiffs request that this Court enter judgment in its favor and against Defendants as follows:

- A. Order Defendants to publish a retraction to each and every person to whom and in the same manner as the Defamatory Statements were published and to cease all future defamatory statements against UFLEOS-PBA and Maritas—and all its affiliated union members.
- B. Award Plaintiffs damages in excess of \$75,000, including compensatory damages equal to the amount of losses it has sustained and will sustain, exemplary damages, and other and further relief that the court may deem appropriate.
- C. Award Plaintiffs the costs and attorney fees incurred in connection with this action.
- D. Any and all other relief that this Court deems just and equitable.

COUNT 2
(False Light)

43. Plaintiffs adopt all paragraphs above as if fully set forth herein.

44. Defendants broadcasted and continues to broadcast the defamatory statements as stated in the allegations directly above to a large number of people and to the public in general, by posting them for all to see on the internet.

45. The defamatory statements place Plaintiffs in a light which would be highly offensive to a reasonable person because they characterize UFLEOS-PBA and/or Maritas as corrupt, criminal, and otherwise unworthy of support.

46. Defendants had knowledge of or acted in reckless disregard as to the falsity of the publications identified in the defamatory statements and the false light in which Plaintiffs would be placed.

WHEREFORE, Plaintiffs request that this Court grant judgment against Defendants in excess of \$75,000, in whatever amount they may be found to be entitled, together with interest, costs, reasonable attorney fees, and such other relief as the Court deems just and equitable.

COUNT 3
(Violation of MCLA 750.539d with remedies under 750.539h)

47. Plaintiffs adopt all paragraphs above as if fully set forth herein.

48. On or about August 10, 2022, Defendants, during the course of a civil deposition in a private boardroom belonging to Defendants' legal counsel, took pictures of Plaintiff Maritas and his counsel.

49. Defendants then published those photos on the internet through sites owned and/or operated by the Defendants, including but not limited to: SPFPA.org and eyesonufleos.org.

50. Under MCLA 750.539d: a person shall not do either of the following:

(a) Install, place, or use in any private place, without the consent of the person or persons entitled to privacy in that place, any device for observing, recording, transmitting, photographing, or eavesdropping upon the sounds or events in that place.

(b) Distribute, disseminate, or transmit for access by any other person a recording, photograph, or visual image the person knows or has reason to know was obtained in violation of this section.

(2) This section does not prohibit security monitoring in a residence if conducted by or at the direction of the owner or principal occupant of that residence unless conducted for a lewd or lascivious purpose.

(3) A person who violates or attempts to violate this section is guilty of a crime as follows:

(i) Except as provided in subparagraph (ii), the person is guilty of a felony punishable by imprisonment for not more than 2 years or a fine of not more than \$2,000.00, or both.

(b) For a violation or attempted violation of subsection (1) (b), the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$5,000.00, or both.

51. Under MCLA 750.539h: any parties to any conversation upon which eavesdropping is practiced contrary to this act shall be entitled to the following civil remedies: (a) an injunction by a court of record prohibiting further eavesdropping. (b) All actual damages against the person who eavesdrops. (c) Punitive damages as determined by the court or by a jury.

52. The location of the photographs was clearly a private place.

53. That Defendants had no authority or permission to take the photographs.

54. That Defendants had no authority or permission to publish, distribute, disseminate or transmit the photographs.

55. Defendants had knowledge of or acted in reckless disregard as to Michigan law on the matter and should be held accountable.

56. Plaintiff Maritas has been damaged by the acts of Defendants and seeks damages, including but not limited to an injunction by a court of record prohibiting further pictures, removal and destruction of existing pictures, damages and punitive damages as allowed by statute.

WHEREFORE, Plaintiffs request that this Court grant judgment against Defendants in excess of \$75,000, in whatever amount they may be found to be entitled, together with interest, costs, reasonable attorney fees, and such other relief as the Court deems just and equitable.

Respectfully submitted,

NUNLEY WHEELOCK, P.C.

/s/ Thomas M Nunley

Dated: October 17, 2022

Thomas M. Nunley (P56363)
Attorney for Plaintiffs
4051 Haggerty Road
West Bloomfield, Michigan 48323
(248) 366-5000
TMNunley@NunleyWheelock.com

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PRESIDENT OF THE SECURITY POLICE
AND FIRE PROFESSIONALS OF AMERICA, and
DWAYNE PHILLIPS, an individual,

Defendants.

-----X
RELIANCE ON JURY DEMAND

Plaintiffs hereby give notice that they request a trial by jury demand as to all claims filed
by the Plaintiffs in the above-captioned case.

Respectfully submitted,

NUNLEY WHEELOCK, P.C.

/s/ Thomas M Nunley

Dated: October 17, 2022

Thomas M. Nunley (P56363)
NUNLEY WHEELOCK, P.C.
Attorney for Plaintiffs
4051 Haggerty Road
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EXHIBIT A

EYES ON THE UNITED FEDERATION LAW ENFORCEMENT OFFICERS SECURITY (UFLEOS)

**MARITAS SHOWS SIGNS OF
WORRY WHILE ANSWERING
QUESTIONS CONCERNING HIS
FEDERAL TRIAL IN NOVEMBER.**

***IS THIS THE LOOK OF A PROFESSIONAL UNION
REPRESENTATIVE? YOU DECIDE....***



UFLEOS/MARITAS FACES CONTEMPT OF COURT

The UFLEOS and its self-appointed Rep. Maritas are currently fighting off multiple security units seeking to stop dues or decert and leave the crumbling small organization.

In 2021, Maritas lost a Michigan State lawsuit filed by SPFPA. The jury awarded SPFPA the full amount requested, a devastating \$500,241.40, which increases with interest every month he delays payment. In November, Maritas also faces a Federal Court Defamation Trial, where he and his union can suffer an even higher award to SPFPA.

Sources inside the failed UFLEOS have advised SPFPA that Maritas is looking to once again avoid paying his obligations by moving to the state of Pennsylvania. SPFPA will continue to use every option to enforce Maritas to pay the jury judgments he owes our SPFPA members and their families.

Maritas is no stranger to garnishment, collections and incarceration. In the past, he served time in a San Diego prison. He owes over \$100,000 in Federal taxes to the IRS, and according to information acquired from NY attorney Lally, he is currently being garnished by the State of New York. Not to mention the creditor/collections still being sent to the International from Fox Rent-a-Car damage recovery unit and RG Constelli and Associates who assisted Maritas with his tax issues in Michigan and were never paid.

On Wednesday, August 10, 2022, Maritas has been ordered to appear before a Federal judge to explain why he shouldn't be held in contempt of court for failing to comply to the Order of the Court for the garnishment disclosure investigation

against him. This investigation will open the books and answer pertinent financial questions for his members, the DOL and IRS.

On August 5, 2022, the SPFPA International Executive Board voted unanimously to maintain its current actions to eliminate the cancer of UFLEOS and its self-appointed leader Maritas. The motion was made by VP Rick O'Quinn, seconded by VP Joe McCray and unanimously adopted by the entire International Executive Board. The Board with the approval of the International Trustees voted to continue the use of SPFPA's full resources without limitation, and authorized and directed International President David L. Hickey to continue to manage the campaign and accomplish the purpose of the Resolution. Read full Resolution below.

The SPFFA International Executive Board Official Response

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFFA)
BEFORE THE INTERNATIONAL EXECUTIVE BOARD

RESOLUTION
(Continued Challenge to UFLEOS)

- WHEREAS on March 5, 2019, the International Executive Board adopted a Resolution to take certain actions to eliminate the cancer of the UFLEOS and its self-appointed leader Steve Maritas by all lawful and appropriate means, attached, and
- WHEREAS in the ensuing months and years the SPFFA's campaign against UFLEOS and its so-called leader Maritas has been successful, including the obtaining of a jury judgment against Maritas for more than \$500,000, presently being collected, and the beating back of pathetic attempted raids from the UFLEOS, and
- WHEREAS Maritas has continued to demonstrate time and again his lack of devotion to security officers generally and the labor movement as a whole as well as his legitimate self-interested efforts to use the members dues to benefit himself personally, and
- WHEREAS as a result of the SPFFA's actions the UFLEOS and Maritas have been severely weakened and are bleeding units and members to the SPFFA, but although diminished, the threat to our democratic union and our proud members has not yet been extinguished,
- WHEREAS the International Union rededicates itself to benefit its members and the labor movement as a whole in its continued efforts against the anti-union actions of the UFLEOS and Maritas,

NOW THEREFORE BE IT RESOLVED:

1. That the International Union will continue its increased litigation, public relations and communications to combat and eliminate the illegitimate tactics of Steve Maritas, his UFLEOS, and other current or future organizations, if any, formed by him.

2. That appropriate complaints regarding Maritas' conduct will continue to be made and repeated before the Department of Labor, National Labor Relations Board and other appropriate federal and state agencies.
3. To support the campaign set forth above, the Board unanimously, with approval of the International Trustees, vote to continue to use the SPFFA's full resources without limitation including its attorneys and other professionals to fight the scourge of the UFLEOS and Maritas by all lawful and appropriate means.
4. International President David L. Hickey is authorized and directed to use the above resources to manage the campaign to accomplish the purpose of this Resolution.

Certification

The foregoing Resolution was adopted unanimously by the International Executive Board at a duly called meeting held at International Headquarters on August 5, 2022.



DONALD EAGLE
International Secretary/Treasurer

Dated: August 5, 2022

MARITAS FACES CONTEMPT CHARGE.... ORDERED TO ATTEND SHOW CAUSE HEARING ON WEDNESDAY, AUGUST 10, 2022

Approved, SCAO STATE OF MICHIGAN JUDICIAL DISTRICT 6th JUDICIAL CIRCUIT COUNTY PROBATE	Original - Court 1st copy - Subject MOTION AND ORDER TO SHOW CAUSE	2nd copy - Return Additional copies as needed PROBATE JIS CODE: MOT, OSC CASE NO. 19-173125-CB
Court address 1200 N Telegraph Road, Dept 404, Pontiac, MI 48341		Court telephone no. (248) 858-0344
Plaintiff(s)/Petitioner(s) International Union, Security, Police & Fire Pro of America		Defendant(s)/Respondent(s)/Probationer Steven Maritas
v		
<input type="checkbox"/> Probate <input type="checkbox"/> Juvenile In the matter of _____		

MOTION AND AFFIDAVIT

1. I am interested in this matter as attorney for Plaintiff.
2. Steven Maritas has not complied with an order dated _____.
 Name (type or print)
 by failing to: State with particularity admissible facts establishing this motion. Appear at Creditor's Exam on June 29, 2022.
 Please see attached Affidavit of Court Reporter and Certified Copy of Videotaped Deposition.
3. I request an order directing Steven Maritas to show cause why:

Name (type or print)

- ☒ a. he/she should not be found in ☒ civil ☐ criminal contempt of court.
☐ b. judgment should not be entered against him/her (as surety/agent) for the full amount of recognizance.
☐ c. judgment should not be entered against him/her for failure to file a garnishee disclosure.
4. This affidavit is made on my personal knowledge and, if sworn as a witness, I can testify competently to the facts in this motion and affidavit.

Signature

Oakland

County, Michigan.

Subscribed and sworn to before me on 07/22/2022
DateMy commission expires: 02/08/2025
Date

Signature:

Notary public, State of Michigan, County of Macomb, acting in Oakland County, MI

AMANDA DOVE
 Notary Public - State of Michigan
 County of Macomb
 My Commission Expires Feb 8, 2025
 Acting in the County of Oakland

ORDER

TO:

Steven Maritas
 6 Mark Street
 Port Jefferson Station, NY 11776

If you require special accommodations to use the court because of a disability or if you require a foreign language interpreter to help you fully participate in court proceedings, please contact the court immediately to make arrangements.

IT IS ORDERED:

5. You are ordered to appear before this court on 08/10/2022 at 8:30am
 Date Time

- ☐ the court address above
 at ☐ courtroom number _____
☒ via Zoom, Zoom id: 248-858-5282

to show cause why

- ☒ you should not be held in ☒ civil ☐ criminal contempt for failure to comply with the order of this court
☐ a judgment should not be entered against you
☐ your case should not be dismissed
☐ other: _____

for the reasons stated in the motion.

6. Failure to appear for a contempt hearing may result in a bench warrant being issued for your arrest.
 7. A copy of this must be served ☐ personally ☐ by mail on the person ordered to appear at least _____ days before the hearing.
7/22/2022

July 22, 2022

/s/ Victoria A. Valentine

Date

Judge

Bar no.

MC 230 (3/09) MOTION AND ORDER TO SHOW CAUSE

MCR 2.108(D), MCR 3.606(A), MCR 5.108

UFLEOS IS SET TO LOSE 150 MORE MEMBERS!



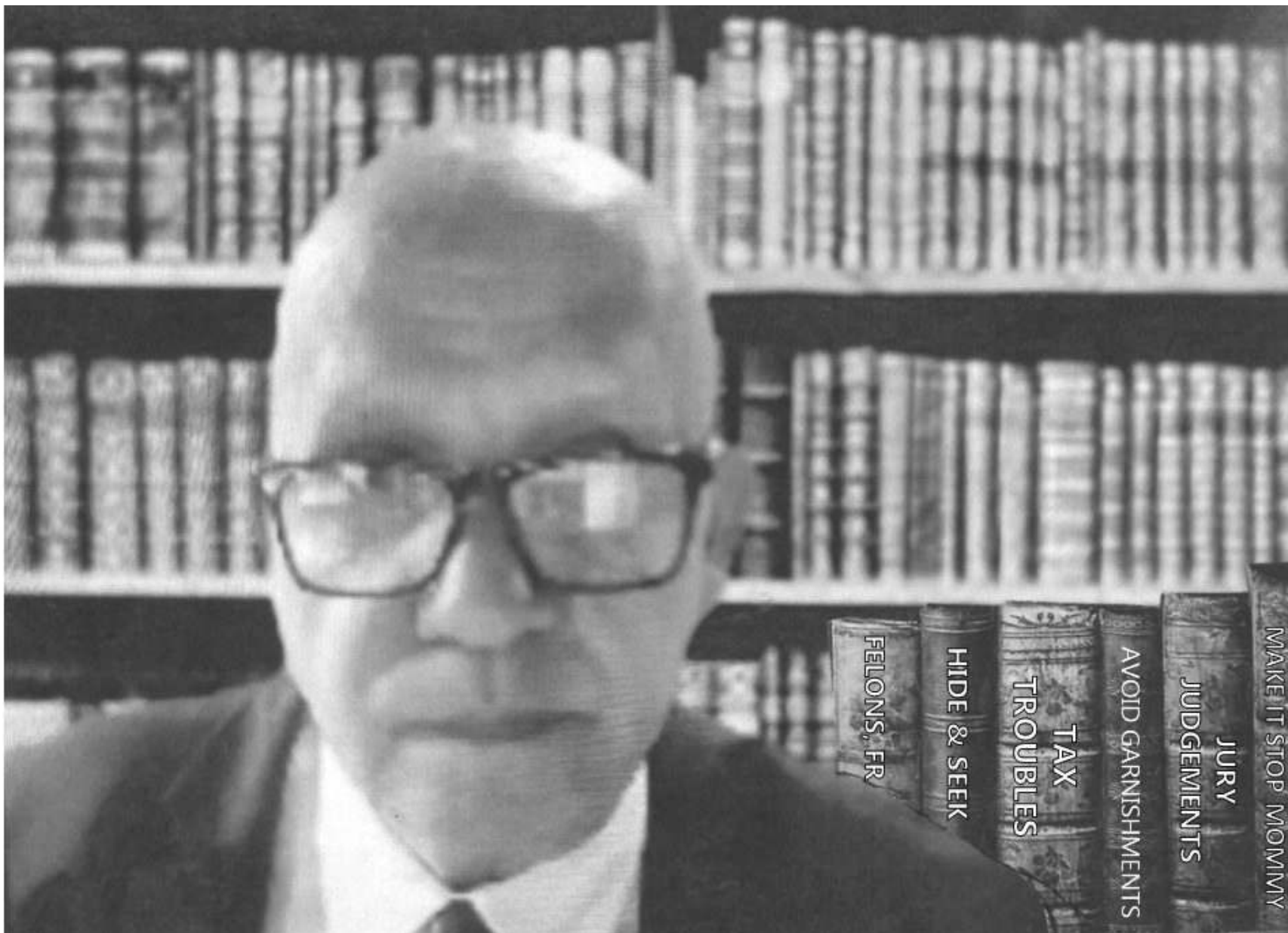
The writing is on the wall. On Monday, August 15th, 150 Chenega Officers will vote to leave Maritas' trouble union. This group joins the 40 Officers at Federal Law Enforcement Training Center (FLETC), The 70 Police Officers at Georgetown University, The 112 Officers at the Gaylord Resort and Convention Center, The 20 Officers at the National Protection and Programs Directorate (NPPD), and the 20 Officers at the Federal Trade Commission Facility in DC.

- **400 Hundred Officers at the National Institute of Health (NIH) said NO to Maritas!**
- **Over five hundred MSA K-9 Handlers from around the country REJECTED a Maritas-created union.**

All this happened within the last 18 months, and this doesn't even include the three units in Los Angeles (300 + Officers), New York (300 Officers), and Washington, DC (60 Officers) that are voting to stop paying dues to Maritas. That's a total of 1,862 Officers who want nothing to do with Maritas and his unions. For the record, that is over half of the members Maritas claims to represent. Also, Maritas is over four months late in filing a current LM report with the DOL, the numbers will speak for themselves. Keep scrolling for more information of how Maritas' unions are crumbling.

**UFLEOS/MARITAS PROBLEMS CONTINUE
TO GROW!**

(Troubled Union Under New Investigation)



Maritas' virtual background and a pair of glasses can't change an already tarnished image

**UFLEOS ATTORNEY JOHN AXELROD
(BEINS, AXELROD & KEATING)
WASHINGTON D.C. ADMITS UFLEOS
EXECUTIVE DIRECTOR, MARITAS SIGNED
A "FLAWED AGREEMENT" WITHOUT
PROOF READING IT (SEE OFFICIAL
DOCUMENT BELOW)**

Excalibur representatives met with LEOSU Executive Director Steve Maritas to discuss the transition. Excalibur orally agreed to assume the LEOSU-Whitestone agreement. Excalibur President Ed McDonald then instructed his staff to send an adoption agreement to Mr. Maritas for signature. Unfortunately, the written agreement submitted by Excalibur and signed by both Mr. Maritas and Excalibur was flawed. Both parties signed the agreement without proofreading it.

(2022).

Assuming, arguendo, that the assumption agreement is not dispositive, the NLRB has long applied an "adoption by conduct" principle. It is well settled that adoption of a collective bargaining agreement "is not dependent on the reduction to writing of the intention to be bound," but instead, "what is required is conduct manifesting an intention to abide by the terms of the agreement." *E.L.F. Concrete Pumping, Inc.*, 327 NLRB 711, 712 (1999), quoting *NLRB v. International Brotherhood of Teamsters*, 450 U.S. 207, 216 (1981) (quoting *International Brotherhood of Teamsters v. United Brotherhood of Carpenters and Joiners of America*, 330 U.S. 476, 484 (1948)). We believe that the evidence submitted by LEOSU will present clear and convincing evidence that Excalibur adopted the Whitestone agreement by its conduct. *E.L.F. Concrete Pumping, Inc.*, 327 NLRB 711, 712 (1999).

It is also worth noting that the Board has found adoption by conduct where a successor



[CLICK HERE TO VIEW THE ENTIRE OFFICIAL DOCUMENT](#)

MARITAS FAILS THE EXCALIBUR OFFICERS AT THE NIST!

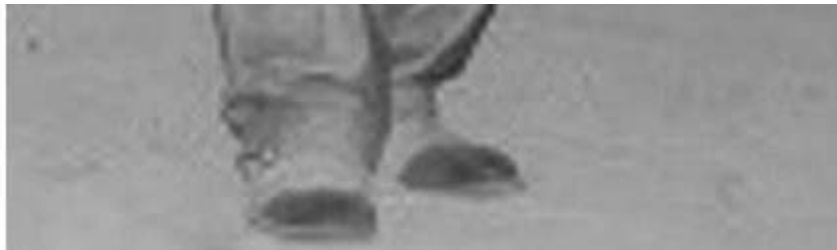


In a remarkable admission, the United Federation LEOS-PBA argued to the NLRB that a collective bargaining agreement Steve Maritas signed for the



LEOSU should be ignored because Maritas did not read it before he signed it! In a filing with NLRB Region 27 earlier this week, the LEOSU's attorney stated officially on the record that the "flawed" agreement should be ignored because it is full of "mistakes" caused because Maritas "signed the agreement without proofreading it." Are you kidding?

Apparently Maritas was too busy partying to bother reading this contract he signed that controls the rights of LEOSU members for years. No wonder why LEOSU members are fleeing Maritas at record rates.



Before you choose a Maritas union, or if you're looking to leave his unions, contact (800)228-7492, or visit spfpa.org.

HERE ARE A FEW MORE REASONS YOU SHOULD NOT JOIN UNITED FEDERATION LEOS (UFLEOS)

Officers Speak Out!



“Quotes” from past and present UFLEOS

members about Steve Maritas

“When we have grievances, we don’t hear from him, we fight our own fight.”

“He said he was going to call... but he never called.”

“I know a slick talker when I see one or hear one, and this guy talks the talk.”

“A date was set for negotiations, but he never showed up for that date.”

“You will be left for dead by Steve... that’s been our experience with Steve.”

“Any other Security Union is better than Maritas’ Union!”

“Don’t make the same mistake we made, don’t vote for UFLEOS and Maritas.”

MSA K-9 HANDLERS ARE DEMANDING THE TRUTH!



**OFFICIAL DOCUMENTS
REVEAL, and MSA K-9**



Handlers have learned that Maritas signed off on an unfair settlement that paid his union and his attorney tens of thousands of dollars.

MSA K-9 Handlers from around the country, are filing complaints with the Department of Labor (DOL) and the National Labor Relations Board (NLRB) demanding a full investigation into Maritas, his troubled unions and transparency into the settlement Maritas agreed

**to... MSA K-9 Handlers speak
out!**

**"WE WANT THE TRUTH... THE WHOLE
TRUTH!"**



MSA K-9 TEAMS FROM AROUND THE COUNTRY OVERWHELMINGLY REJECTED THE MARITAS CREATED MSA K-9 HANDLERS UNION, WHO ONLY RECEIVED A TOTAL OF 38 VOTES IN 5 ELECTIONS!

TROUBLE CONTINUES TO MOUNT FOR MARITAS AND HIS UNIONS.

COUNTY OF SUFFOLK

OFFICE OF THE SHERIFF
CIVIL ENFORCEMENT SECTIONERROL D. TOULON, J., R.D.
SHERIFFDevita Law Offices
326 East Fourth Street Suite 200
Royal Oak, MI 48067FILE # : 5-22004301
International Union Security Police & Fire Professionals of America ("SPFPA")
vs.
Steven Martin

The documents sent to this department for service are being returned herewith for the following reasons:

- ☒ Service has been effected - enclosed is an Affidavit/CERTIFICATE of Service.
- ☐ Service has not been effected - enclosed is an Affidavit/Certificate of Non Service.
- ☐ Documents are being returned at your request.
- ☐ Please have papers re-dated allowing 6-8 weeks for service.
- ☐ Subject to be served has moved - unable to make service.
- ☐ Subject to be served has moved - New address is: _____
- ☐ Subject to be served was unknown at the address given.
- ☐ Place of business is no longer at given address.
- ☐ Unable to locate address as given.
- ☐ Suggest serve Secretary of State.
- ☐ Corporate officers are not available for service at this location.
- ☐ Unable to locate the subject to be served.
- ☐ Closed no response to our correspondence dated _____
- ☐ Other: _____

Other attempts to serve defendant:

360 YAPHANK AVE., STE. 1A
YAPHANK, NY 11980ACCREDITED LAW ENFORCEMENT AGENCY
10311 852-3600VISIT US ONLINE AT
SUFFOLKSHERIFF.COMShen of Michigan Court
Index Number - 19-77125-CB
County of State of Michigan

Sheriff File Number - 22004301

International Union Security Police & Fire Professionals of
America ("SPFPA")

Affidavit of Service

vs.

Service of Process

Steven Martin

State of New York - County of Suffolk SS:

I, Deputy Sheriff Arnie Rodolizio, Badge # 473 of the Suffolk County Sheriff's Office, being duly sworn, depose and say: that Leslie is not a party to this action, is over 18 years of age and is a resident of the state of New York. That on 8/15/2022 at 4:00 PM, at 4 Mark Street Port Jervis, NY 11778, I deponent served the within Subpoena (Order to Appear and/or Produce), Exhibit A and return instructions on Steven Martin, the defendant named therein, in the following manner:

PERSONAL SERVICE

By delivering to and leaving with Steven Martin personally a true copy thereof, said person being known or identified to me as the person mentioned and described therein.

NON-MILITARY

At the time of service Steven Martin was asked if he was in the Military Service of the U.S. Government and Steven Martin replied no.

DESCRIPTION

The person served was approximately: Skin Color: White, Hair Color: Bald/Thinning, Gender: Male, Height: 5' 8" Weight: 230# Age: _____

SERVICE ATTEMPTS

8/14/22-TUES-1839- at given address, I saw a gentleman whom I claimed to not be the deft. and the Mercedes is the driveway with Michigan plates wasn't his. However after further conversation, he revealed himself to me; asking what the service was for, I said not sure, a summons, "oh that's a \$200,000 judgment I don't want to deal with". I asked him again if he was Steven, and he laughed said I'd rather not say. He proceeded to tell me that the Mercedes is the driveway was his but that he was in the driveway and that he ran the vehicle. Finally all over the county, I asked if he was ever in the military, he said -NO. I said well since you won't take this from me, I'm going to leave it here, and dropped it at his front mailbox here.

Served to Julian on

8/15/22

Notary Public:

LESLIE ANNE AGATE
NOTARY PUBLIC-STATE OF NEW YORK
No. 31466411226Arnie Rodolizio
Deputy Sheriff473
Badge NumberQualified in Suffolk County
My Commission Expires 11-09-2024

**DESCRIPTION**

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MARITAS UNDER PRESSURE!

Federation LEOS

Organizer/Director Steve

Maritas was subpoenaed last week for a creditor exam after failing to pay over \$500,000 a Michigan jury awarded SPFPA for Breach of Contract. Maritas attempted to avoid the subpoena by lying about his identity, but was served at his home.

Maritas failed to show to the scheduled creditor exam and may ultimately face arrest.

We will keep Federation LEOS members updated as

**future facts become
available.**

**A JURY VERDICT
STATES MARITAS MUST PAY
\$500,241.40**

STATE OF MICHIGAN
IN THE CIRCUIT COURT FOR THE COUNTY OF OAKLAND
BUSINESS COURT

INTERNATIONAL UNION, SECURITY, POLICE
& FIRE PROFESSIONALS OF AMERICA (SPFPA),
Plaintiff,
v.
STEVEN ANGELO MARITAS,
Defendant.

Case No. 19-173125-CB
Hon. Martha D. Anderson

JUDGMENT

This matter, having come before the Court and the jury relative to the issue of damages (only) having been tried on November 22, 2021 and November 23, 2021, and the jury having rendered its Verdict on November 23, 2021, judgment is hereby entered as follows:

IT IS HEREBY ORDERED that judgment is entered in favor of Plaintiff International Union, Security, Police & Fire Professionals of America (SPFPA) and against Defendant Steven Angelo Maritas in the amount of \$500,241.40 as follows:

- Breach of contract damages: \$73,728.00
- Attorney fees: \$391,204.50
- Costs: \$23,584.49
- Prejudgment interest: \$11,724.41

IT IS SO ORDERED.

This Order resolves the last pending claim and closes the case.

/s/ Martha Anderson
November 24, 2021
HON. MARTHA D. ANDERSON
CIRCUIT COURT JUDGE
OAKLAND COUNTY

Dated: 11/24/2021

On November 23, 2021, an Oakland County Circuit Court jury awarded SPFPA \$500,241.40 from LEOSU Representative Steve Maritas. The SPFPA sued Maritas after he failed to honor three separate written agreements with respect to his improper use of SPFPA property following his discharge from employment.

The Court ruled Maritas violated his contractual obligations and the jury award the SPFPA the full amount of damages proved at trial. A Federal jury trial against Maritas/LEOSU on his defaming the SPFPA and its President David L. Hickey is anticipated to go to trial later this year. An even larger damages amount against Maritas and

**his Union is expected from the that
jury.**

**IF YOU'RE STUCK
IN A MARITAS
UNION AND YOU
WANT OUT?**

***WE CAN HELP!
CALL THE SPFPA
AT 800-228-7492***

EYES ON THE UNITED FEDERATION LAW ENFORCEMENT OFFICERS SECURITY (UFLEOS)

**MARITAS SHOWS SIGNS OF
WORRY WHILE ANSWERING
QUESTIONS CONCERNING HIS
FEDERAL TRIAL IN NOVEMBER.**

***IS THIS THE LOOK OF A PROFESSIONAL UNION
REPRESENTATIVE? YOU DECIDE....***



UFLEOS/MARITAS FACES CONTEMPT OF COURT

The UFLEOS and its self-appointed Rep. Maritas are currently fighting off multiple security units seeking to stop dues or decert and leave the crumbling small organization.

In 2021, Maritas lost a Michigan State lawsuit filed by SPFPA. The jury awarded SPFPA the full amount requested, a devastating \$500,241.40, which increases with interest every month he delays payment. In November, Maritas also faces a Federal Court Defamation Trial, where he and his union can suffer an even higher award to SPFPA.

Sources inside the failed UFLEOS have advised SPFPA that Maritas is looking to once again avoid paying his obligations by moving to the state of Pennsylvania. SPFPA will continue to use every option to enforce Maritas to pay the jury judgments he owes our SPFPA members and their families.

Maritas is no stranger to garnishment, collections and incarceration. In the past, he served time in a San Diego prison. He owes over \$100,000 in Federal taxes to the IRS, and according to information acquired from NY attorney Lally, he is currently being garnished by the State of New York. Not to mention the creditor/collections still being sent to the International from Fox Rent-a-Car damage recovery unit and RG Constelli and Associates who assisted Maritas with his tax issues in Michigan and were never paid.

On Wednesday, August 10, 2022, Maritas has been ordered to appear before a Federal judge to explain why he shouldn't be held in contempt of court for failing to comply to the Order of the Court for the garnishment disclosure investigation

against him. This investigation will open the books and answer pertinent financial questions for his members, the DOL and IRS.

On August 5, 2022, the SPFPA International Executive Board voted unanimously to maintain its current actions to eliminate the cancer of UFLEOS and its self-appointed leader Maritas. The motion was made by VP Rick O'Quinn, seconded by VP Joe McCray and unanimously adopted by the entire International Executive Board. The Board with the approval of the International Trustees voted to continue the use of SPFPA's full resources without limitation, and authorized and directed International President David L. Hickey to continue to manage the campaign and accomplish the purpose of the Resolution. Read full Resolution below.

The SPFFA International Executive Board Official Response

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFFA)
BEFORE THE INTERNATIONAL EXECUTIVE BOARD

RESOLUTION
(Continued Challenge to UFLEOS)

- WHEREAS on March 5, 2019, the International Executive Board adopted a Resolution to take certain actions to eliminate the cancer of the UFLEOS and its self-appointed leader Steve Maritas by all lawful and appropriate means, attached, and
- WHEREAS in the ensuing months and years the SPFFA's campaign against UFLEOS and its so-called leader Maritas has been successful, including the obtaining of a jury judgment against Maritas for more than \$500,000, presently being collected, and the beating back of pathetic attempted raids from the UFLEOS, and
- WHEREAS Maritas has continued to demonstrate time and again his lack of devotion to security officers generally and the labor movement as a whole as well as his illegitimate self-interested efforts to use the members dues to benefit himself personally, and
- WHEREAS as a result of the SPFFA's actions the UFLEOS and Maritas have been severely weakened and are bleeding units and members to the SPFFA, but although diminished, the threat to our democratic union and our proud members has not yet been extinguished,
- WHEREAS the International Union rededicates itself to benefit its members and the labor movement as a whole in its continued efforts against the anti-union actions of the UFLEOS and Maritas,

NOW THEREFORE BE IT RESOLVED:

1. That the International Union will continue its increased litigation, public relations and communications to combat and eliminate the illegitimate tactics of Steve Maritas, his UFLEOS, and other current or future organizations, if any, formed by him.

2. That appropriate complaints regarding Maritas' conduct will continue to be made and repeated before the Department of Labor, National Labor Relations Board and other appropriate federal and state agencies.
3. To support the campaign set forth above, the Board unanimously, with approval of the International Trustees, vote to continue to use the SPFFA's full resources without limitation including its attorneys and other professionals to fight the scourge of the UFLEOS and Maritas by all lawful and appropriate means.
4. International President David L. Hickey is authorized and directed to use the above resources to manage the campaign to accomplish the purpose of this Resolution.

Certification

The foregoing Resolution was adopted unanimously by the International Executive Board at a duly called meeting held at International Headquarters on August 5, 2022.



DONALD EAGLE
International Secretary/Treasurer

Dated: August 5, 2022

MARITAS FACES CONTEMPT CHARGE.... ORDERED TO ATTEND SHOW CAUSE HEARING ON WEDNESDAY, AUGUST 10, 2022

Approved, SCAO STATE OF MICHIGAN JUDICIAL DISTRICT 6th JUDICIAL CIRCUIT COUNTY PROBATE	Original - Court 1st copy - Subject MOTION AND ORDER TO SHOW CAUSE	2nd copy - Return Additional copies as needed PROBATE JIS CODE: MOT, OSC CASE NO. 19-173125-CB
Court address 1200 N Telegraph Road, Dept 404, Pontiac, MI 48341		Court telephone no. (248) 858-0344
Plaintiff(s)/Petitioner(s) International Union, Security, Police & Fire Pro of America		Defendant(s)/Respondent(s)/Probationer Steven Maritas
<input type="checkbox"/> Probate <input type="checkbox"/> Juvenile In the matter of _____		

MOTION AND AFFIDAVIT

1. I am interested in this matter as attorney for Plaintiff.
2. Steven Maritas has not complied with an order dated _____.
 Name (type or print)
 by failing to: State with particularity admissible facts establishing this motion. Appear at Creditor's Exam on June 29, 2022.
 Please see attached Affidavit of Court Reporter and Certified Copy of Videotaped Deposition.
3. I request an order directing Steven Maritas to show cause why:

Name (type or print)

- ☒ a. he/she should not be found in ☒ civil ☐ criminal contempt of court.
☐ b. judgment should not be entered against him/her (as surety/agent) for the full amount of recognizance.
☐ c. judgment should not be entered against him/her for failure to file a garnishee disclosure.
4. This affidavit is made on my personal knowledge and, if sworn as a witness, I can testify competently to the facts in this motion and affidavit.

Signature

Oakland

County, Michigan.

Subscribed and sworn to before me on 07/22/2022
DateMy commission expires: 02/08/2025
Date

Signature:

Notary public, State of Michigan, County of Macomb, acting in Oakland County, MI

AMANDA DOVE
 Notary Public - State of Michigan
 County of Macomb
 My Commission Expires Feb 8, 2025
 Acting in the County of Oakland

ORDER

TO:

Steven Maritas
 6 Mark Street
 Port Jefferson Station, NY 11776

If you require special accommodations to use the court because of a disability or if you require a foreign language interpreter to help you fully participate in court proceedings, please contact the court immediately to make arrangements.

IT IS ORDERED:

5. You are ordered to appear before this court on 08/10/2022 at 8:30am
☐ the court address above Date Time
 at ☐ courtroom number
☒ via Zoom, Zoom id: 248-858-5282

to show cause why

- ☒ you should not be held in ☒ civil ☐ criminal contempt for failure to comply with the order of this court
☐ a judgment should not be entered against you
☐ your case should not be dismissed
☐ other:

for the reasons stated in the motion.

6. Failure to appear for a contempt hearing may result in a bench warrant being issued for your arrest.
 7. A copy of this must be served ☐ personally ☐ by mail on the person ordered to appear at least _____ days before the hearing.
7/22/2022

/s/ Victoria A. Valentine

Date

Judge

Bar no.

MC 230 (3/09) MOTION AND ORDER TO SHOW CAUSE

MCR 2.108(D), MCR 3.606(A), MCR 5.108

UFLEOS IS SET TO LOSE 150 MORE MEMBERS!



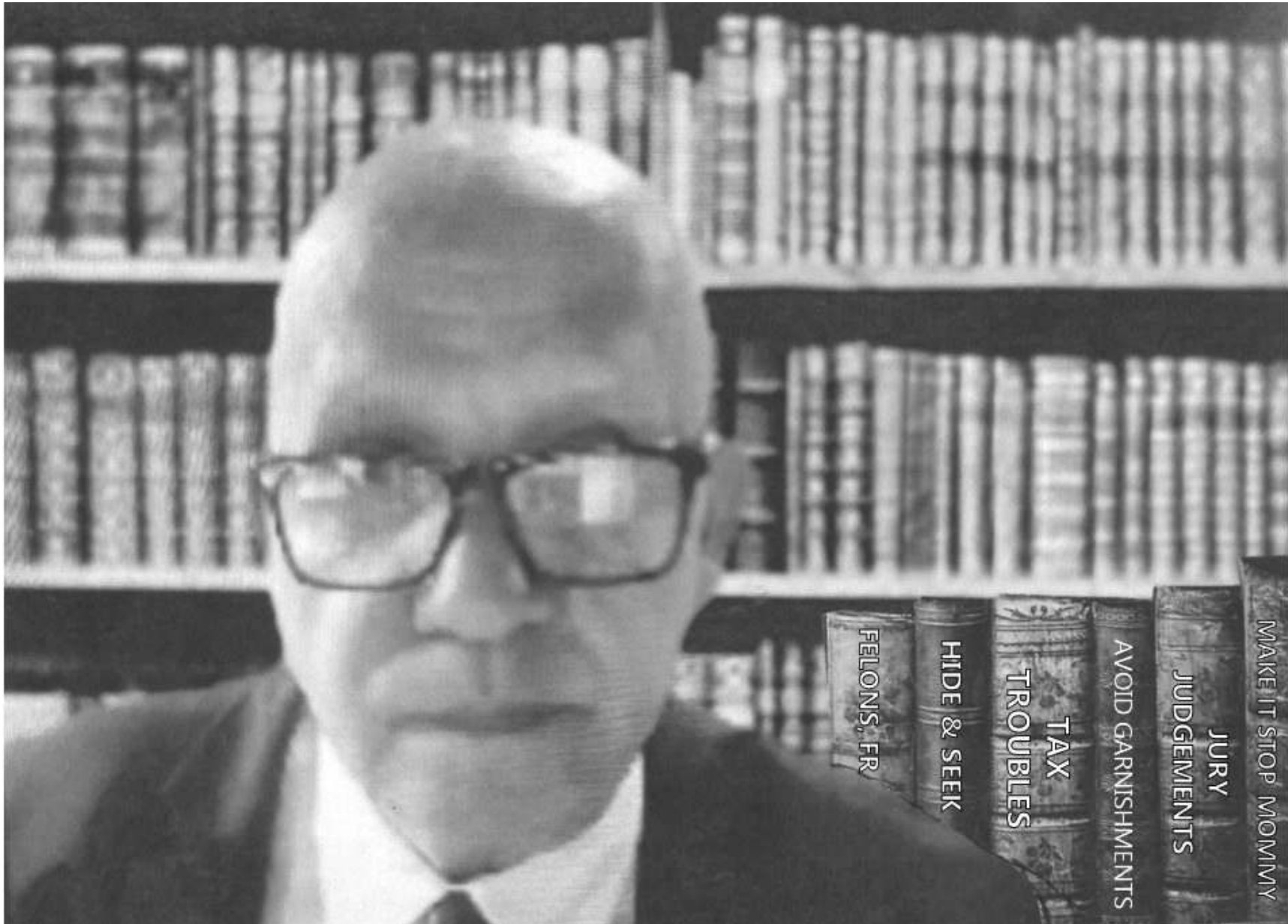
The writing is on the wall. On Monday, August 15th, 150 Chenega Officers will vote to leave Maritas' trouble union. This group joins the 40 Officers at Federal Law Enforcement Training Center (FLETC), The 70 Police Officers at Georgetown University, The 112 Officers at the Gaylord Resort and Convention Center, The 20 Officers at the National Protection and Programs Directorate (NPPD), and the 20 Officers at the Federal Trade Commission Facility in DC.

- **400 Hundred Officers at the National Institute of Health (NIH) said NO to Maritas!**
- **Over five hundred MSA K-9 Handlers from around the country REJECTED a Maritas-created union.**

All this happened within the last 18 months, and this doesn't even include the three units in Los Angeles (300 + Officers), New York (300 Officers), and Washington, DC (60 Officers) that are voting to stop paying dues to Maritas. That's a total of 1,862 Officers who want nothing to do with Maritas and his unions. For the record, that is over half of the members Maritas claims to represent. Also, Maritas is over four months late in filing a current LM report with the DOL, the numbers will speak for themselves. Keep scrolling for more information of how Maritas' unions are crumbling.

**UFLEOS/MARITAS PROBLEMS CONTINUE
TO GROW!**

(Troubled Union Under New Investigation)



Maritas' virtual background and a pair of glasses can't change an already tarnished image

**UFLEOS ATTORNEY JOHN AXELROD
(BEINS, AXELROD & KEATING)
WASHINGTON D.C. ADMITS UFLEOS
EXECUTIVE DIRECTOR, MARITAS SIGNED
A "FLAWED AGREEMENT" WITHOUT
PROOF READING IT (SEE OFFICIAL
DOCUMENT BELOW)**

Excalibur representatives met with LEOSU Executive Director Steve Maritas to discuss the transition. Excalibur orally agreed to assume the LEOSU-Whitestone agreement. Excalibur President Ed McDonald then instructed his staff to send an adoption agreement to Mr. Maritas for signature. Unfortunately, the written agreement submitted by Excalibur and signed by both Mr. Maritas and Excalibur was flawed. Both parties signed the agreement without proofreading it.

(2022).

Assuming, arguendo, that the assumption agreement is not dispositive, the NLRB has long applied an "adoption by conduct" principle. It is well settled that adoption of a collective bargaining agreement "is not dependent on the reduction to writing of the intention to be bound," but instead, "what is required is conduct manifesting an intention to abide by the terms of the agreement." *E.E.P. Concrete Pumping, Inc.*, 327 NLRB 711, 712 (1999), quoting *NLRB v. Hathorn Construction Co.*, 401 F.2d 1011, 1019-20 (7th Cir. 1968) (en banc) (conduct and actions, without any [20] NLRB 79 (1978); *Palm Beach Pops*, 342 NLRB 179 (2004); *U.S.F. Associates*, 348 NLRB 1391 (2005). We believe that the evidence submitted by LEOSU will present clear and convincing evidence that Excalibur adopted the Whitestone agreement by its conduct. *E.E.P. Concrete Pumping, Inc.*, 327 NLRB 711, 712 (1999).

It is also worth noting that the Board has found adoption by conduct where a successor



[CLICK HERE TO VIEW THE ENTIRE OFFICIAL DOCUMENT](#)

MARITAS FAILS THE EXCALIBUR OFFICERS AT THE NIST!

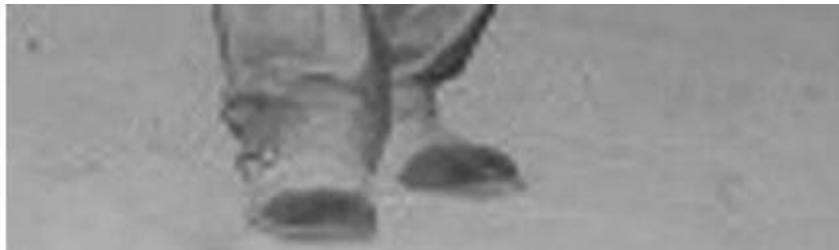


In a remarkable admission, the United Federation LEOS-PBA argued to the NLRB that a collective bargaining agreement Steve Maritas signed for the



LEOSU should be ignored because Maritas did not read it before he signed it! In a filing with NLRB Region 27 earlier this week, the LEOSU's attorney stated officially on the record that the "flawed" agreement should be ignored because it is full of "mistakes" caused because Maritas "signed the agreement without proofreading it." Are you kidding?

Apparently Maritas was too busy partying to bother reading this contract he signed that controls the rights of LEOSU members for years. No wonder why LEOSU members are fleeing Maritas at record rates.



Before you choose a Maritas union, or if you're looking to leave his unions, contact (800)228-7492, or visit spfpa.org.

HERE ARE A FEW MORE REASONS YOU SHOULD NOT JOIN UNITED FEDERATION LEOS (UFLEOS)

Officers Speak Out!



“Quotes” from past and present UFLEOS

members about Steve Maritas

“When we have grievances, we don’t hear from him, we fight our own fight.”

“He said he was going to call... but he never called.”

“I know a slick talker when I see one or hear one, and this guy talks the talk.”

“A date was set for negotiations, but he never showed up for that date.”

“You will be left for dead by Steve... that’s been our experience with Steve.”

“Any other Security Union is better than Maritas’ Union!”

“Don’t make the same mistake we made, don’t vote for UFLEOS and Maritas.”

MSA K-9 HANDLERS ARE DEMANDING THE TRUTH!



**OFFICIAL DOCUMENTS
REVEAL, and MSA K-9**



Handlers have learned that Maritas signed off on an unfair settlement that paid his union and his attorney tens of thousands of dollars.

MSA K-9 Handlers from around the country, are filing complaints with the Department of Labor (DOL) and the National Labor Relations Board (NLRB) demanding a full investigation into Maritas, his troubled unions and transparency into the settlement Maritas agreed

**to... MSA K-9 Handlers speak
out!**

**"WE WANT THE TRUTH... THE WHOLE
TRUTH!"**



MSA K-9 TEAMS FROM AROUND THE COUNTRY OVERWHELMINGLY REJECTED THE MARITAS CREATED MSA K-9 HANDLERS UNION, WHO ONLY RECEIVED A TOTAL OF 38 VOTES IN 5 ELECTIONS!

TROUBLE CONTINUES TO MOUNT FOR MARITAS AND HIS UNIONS.

COUNTY OF SUFFOLK

OFFICE OF THE SHERIFF
CIVIL ENFORCEMENT SECTIONERROL D. TOULON, JR., S.H.D.
SHERIFFDeputy Law Offices
326 East Fourth Street Suite 200
Royal Oak, MI 48067FILE # : 5-22004301
International Union Security Police & Fire Professionals of America ("SPIFA")
vs.
Steven Martin

The documents sent to this department for service are being returned herewith for the following reasons:

- ☒ Service has been effected - enclosed is an Affidavit/CERTIFICATE of Service.
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Served to Stefan on

8/15/22

Notary Public:

LESLIE ANNE AGATE
NOTARY PUBLIC-STATE OF NEW YORK
No. 36466412295Anna Rodolakis
Deputy Sheriff473
Badge NumberQualified in Suffolk County
My Commission Expires 11-09-2024

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Federation LEOS

Organizer/Director Steve

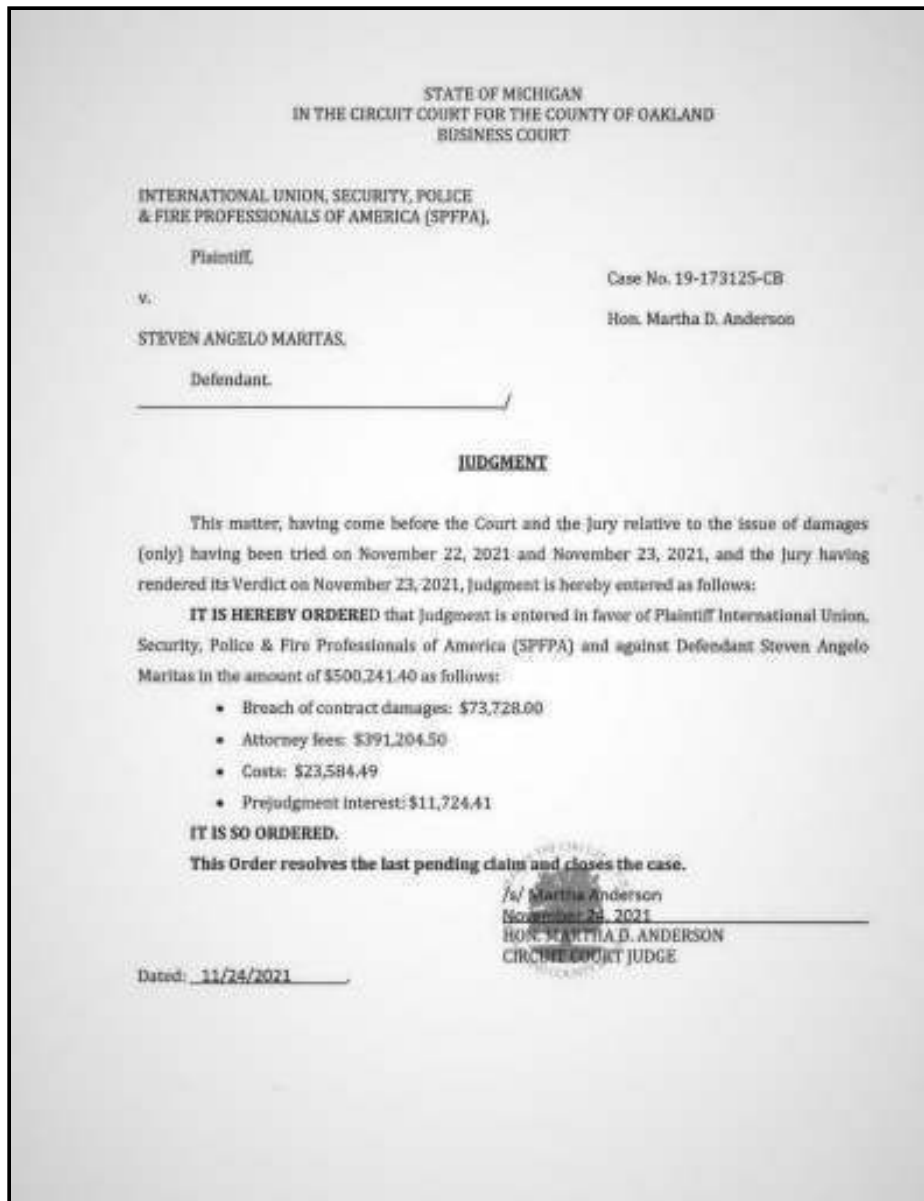
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IN A MARITAS
UNION AND YOU
WANT OUT?**

***WE CAN HELP!
CALL THE SPFPA
AT 800-228-7492***

EYE ON UNITED FEDERATION LEOS (UFLEOS)

TAKE A CLOSER LOOK AT THIS TROUBLED ORGANIZATION

July 5, 2022

**EXCALIBUR OFFICERS SEEK TO
JOIN OUR SPFPA PRIDE**



The list continues to grow of units seeking their freedom from the troubled organization known as the United Federation Leos. The latest unit ready to leave are the Excalibur Officers

FROM NLRB-502 (REV. 9-15)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RC PETITION

Case No. _____ Date Filed _____

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-503); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

PURPOSE OF THIS PETITION: TO CERTIFICATION OF REPRESENTATIVES - A substantial number of employees wish to be represented by the purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act:

3a. Name of Employer: **Excalibur Security Associates** 325 Broadway, Boulder, CO 80305

3b. Employer Representative - Name and Title: **Claire McCoy, VP Human Resources** 96 Craig St, Ste 112-319, Elizaj, GA 30540

3c. Tel. No.: **706-972-0241** 3d. Cell No.: _____ 3e. Fax No.: _____ 3f. E-Mail Address: **cmccoy@excalibursecurity.com**

4a. Type of Establishment (factory, office, wholesaler, etc.): **Security** 4b. Principal product or service: _____ 4c. City and State where unit is located: **Boulder, CO**

5a. Description of Unit (employees included): _____ 5b. No. of Employees in Unit: **21**

6a. Request for recognition as Bargaining Representative was made on (Date): _____ and Employer declared recognition an or about (Date): _____

7a. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act. 7b. Address: **1717 Pennsylvania Ave NW, 10th Floor, Washington, DC 20006**

8a. Name of Representative or Certified Bargaining Agent (if name, so state): _____ 8b. Tel. No.: **202-595-3510** 8c. Cell No.: **202-490-8559** 8d. Fax No.: _____ 8e. E-Mail Address: **hccard@gnm.com**

9a. Is there now a strike or picketing at the Employer's establishment(s) involved? **Yes** If so, approximately how many employees are participating? _____ (Name of labor organization) _____ has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in Item 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in Item 5b above. (If none, so state) _____

11a. Name: _____ 11b. Address: _____ 11c. Tel. No.: _____ 11d. Cell No.: _____ 11e. Fax No.: _____ 11f. E-Mail Address: _____

11. Election Details: If the NLRB conducts an election in the market, state your position with respect to: 11a. Election Type: ☐ General ☐ Partial ☐ Mixed (Specify) _____ 11b. Election Details: _____ 11c. Election Timeline: _____ 11d. Election Location: _____

12a. Full Name of Petitioner (including name and number): **International Union, Security, Police and Fire Professionals of America (IUPFPA)** 12b. Address (street and number, city, state, and ZIP code): **25510 Kelly Road, Roseville, MI 48068**

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state): **International Union, Security, Police and Fire Professionals of America (IUPFPA)**

12d. Tel. No.: **586-772-7280 X111** 12e. Cell No.: **586-672-9634** 12f. Fax No.: **586-772-9644** 12g. E-Mail Address: **organize@iupfpa.org**

13. Representatives of the Petitioner who will accept service of all papers for purposes of the representation proceeding: 13a. Name and Title: **Scott A. Brooks, Counsel** 13b. Address (street and number, city, state, and ZIP code): **28 W Adams Ave, Suite 300, Detroit, MI 48226**

13c. Tel. No.: **313-944-5600** 13d. Cell No.: **313-944-5125** 13e. Fax No.: _____ 13f. E-Mail Address: **Scott@UnionLaw.net**

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (print): **Dayne Phillips** Signature: _____ Title: **Regional Organizing Director** Date: **7/5/22**

WARNING: FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (see 5 U.S.C. 552, TITLE 18, SECTION 1001)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 7940-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to initiate its processes.

working at the National
Institute of Standards and
Technology (NIST) in Boulder
Colorado.

*“Obviously the United
Federation Leos just don’t get
it. How many NLRB elections
do you have to lose to realize
that your own members have
had enough of your lack of
service & support?” – SPFPA
National Organizing Director,
Dwayne Phillips*

We look forward to welcoming
our future members to our
SPFPA Pride!

**A PICTURE IS WORTH 1,000
WORDS!**

Maritas' concerned look says it all!



The United Federation Leos Executive Director/Organizer Steve Maritas attended an official court deposition dressed in a jogging suit and blue

bandana representing the Federation and its membership in a Federal defamation lawsuit against them.

Maritas and his unions continue to lose members by the hundreds! Today (7/5/22), SPFPA filed for yet another Maritas/Federation unit, the National Institute of Standards and Technology (NIST) in Boulder, CO. These hardworking Officers want out of Maritas' troubled organization.

We look forward to welcoming these new members to our SPFPA Pride.

**HERE ARE THE REASONS YOU
SHOULD NOT JOIN UFLEOS**

Here's what PSO Darryl Hill says about the UFLEOS.

Dear Fellow PSO's,

My name is Darryl Hill. I served as the Local Union's President from 2017 to 2021. I work for Paragon Systems Inc, from 2006 to the present. My current work site is at the Federal facilities in Los Angeles.

In December of 2020, we left our former Union SPFPA and joined Maritas' United Federation LEOS. Maritas promised us the world. He promised us: A 50/50 split of the union dues, establish a new Nation Union, appoint key named people to the National, better representation, receive dues straight from the company, provide local leadership training and shop steward training, provide a Local union website, always on hand to answers calls and grievances in a timely manner, full-time representative, (happened 2 yrs. later) and establish a National Office in the Los Angeles area. For the record, Maritas kept only one (1) of those promises, and that was after my Local filed to not pay dues.

Due to his failures in our Local, we filed a deauthorization petition to **STOP THE DUES**. I've also heard, over 300 New York Paragon Officers have also filed to stop the dues, and San Diego is currently working to do the same. Maritas and his Unions have failed the members, and Officers by the hundreds and looking to rid themselves of anything to do with him.

Fellow PSO's, trust me!!! You don't want to make the same mistakes we made. Every other legitimate Security Union in the Country is better than being stuck in a Maritas union.

Again, fellow PSO's, I just don't want to see anyone else make the same costly mistakes we made. Stay away from Maritas, his lies and his fake promises. Once he locks you in by your vote, you will have little to no representation from him and no service.

This is not just my opinion. See what other Offices have also said, warning same against Maritas' union. I certainly wished somebody warned me before I became mislead. It's going to take us years to get back into a Union that represents and services its members. He needs to be held accountable for not being truthful and the lack of keeping his word. **DO NOT VOTE FOR MARITAS' UNION!**

LINK: www.spfpa.org/info

Darryl Hill
PSO Paragon, Los Angeles



Officers Speak Out!



UFLEOS members report that with a Maritas Union you get.

- **NO SERVICE!**
- **NO GRIEVANCE SUPPORT!**
- **NO REPRESENTATION!**
- **FORCED CONTRACT EXTENSIONS!**
- **MISSED NEGOTIATIONS!**

. NO INFORMATION!

THE OFFICIAL PETITION WAS FILED ON JUNE 10, 2022

150 CHENEGA OFFICERS ARE JOINING SPFPA AND LEAVING THE TROUBLED UNITED FEDERATION LEOS (UFLEOS)



A group of 150
Chenega Infinity
Security Professionals
working at the TSA
Headquarters in

SPFPA is ready to go to
work for these Security
Professionals who will

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Zoom 100%

FORM NLRB-202 (REV)
10-15

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RC PETITION

INSTRUCTIONS: Unless e-filed using the Agency's website, <http://nlsr.dhs.gov>, submit an original of this Petition to a place in which the employer concerned is located. The petition must be accompanied by both a showing of interest (in the form of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) State (Form NLRB-SMS); and (3) Description of Representation Case Procedures (Form NLRB-4872). The showing of interest with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: NO-CERTIFICATION OF REPRESENTATION. A substantial number of employees wish to be represented by a union or other labor organization. The Petitioner alleges that the following request that the National Labor Relations Board proceed under the proper authority pursuant to Sections 9 of the National Labor Relations Act (NLRA) and 23 of the Federal Labor Relations Act (FLRA) to determine if the following conditions exist:

2. Employer Representative: Name and Title: Kim D. Dwyer, Human Resources
 3. Address (if different from 25 - State name): 6555 Springfield Center Dr., Springfield, VA 22150
 4. Phone (if different from 25 - State name): 540-555-5555
 5. Fax (if different from 25 - State name): 540-555-5555
 6. E-mail (if different from 25 - State name): kim.dwyer@leos-pba.com
 7. Type of establishment (factory, office, warehouse, etc.): Office
 8. Principal product or service: Information Technology

9. Description of Unit Involved: ALL FULL-TIME AND PART-TIME ARMED AND UNARMED PROTECTIVE SECURITY OFFICERS AND SERGEANTS PERFORMING GROUND DUTIES AS DEFINED IN SECTION 9001 OF THE NATIONAL LABOR RELATIONS ACT, EMPLOYED BY CHENIERA INFINITY LLC. (SEE ATTACHMENT)

10. Description of the Proposed Representative: PROFESSIONAL EMPLOYEES AND SUPERVISORS AS DEFINED BY THE ACT.

Check One: ☐ To: Request for recognition as bargaining representative with state or county and Governmental Department (State, if not local, or federal, or state) **NONE**
☐ To: Petitioner is currently, or was, or is bargaining representative and desires certification under the Act.

11. Name of Petitioner (if different from 25 - State name, or state): 1717 Pennsylvania Avenue NW 10th Fl, Washington, DC 20004

12. To: Petitioner: 303-495-9630 **13. To: Employer:** 212-457-1018 **14. To: Union:** 202-462-4622 **15. To: Local Union:** 202-462-4622

16. To: National Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

17. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

18. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

19. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

20. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

21. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

22. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

23. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

24. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

25. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

26. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

27. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

28. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

29. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

30. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

31. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

32. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

33. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

34. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

35. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

36. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

37. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

38. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

39. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

40. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

41. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

42. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

43. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

44. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

45. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

46. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

47. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

48. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

49. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

50. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

51. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

52. To: Local Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

53. To: Federal Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

54. To: State Labor Relations Board: 1111 Constitution Avenue NW 10th Fl, Washington, DC 20004

soon have the
opportunity to leave
behind the failing
federation and join the
SPFPA Pride.

IT'S OFFICIAL!

**OVER FIVE HUNDRED MSA K-9
HANDLERS FROM AROUND THE
COUNTRY VOTE TO JOIN THE
SPFPA K-9 FAMILY.**



SPFPA WINS IN NEW YORK! Team SPFPA worked with the MSA New York K-9 Handlers to claim an 88 to 20 victory over the Maritas created MSA K-9 Handlers Union. The Handlers voted for fact over fiction and decided to move forward with the only real Security Police union representing K-9 Handlers. Continuing on the winning track, the National Capital Region (NCR) K-9 Handlers VOTED YES SPFPA.

NEWS UPDATE!

MSA K-9 Handlers from around the country continued this week to vote YES for SPFPA. Handlers working in

the West Region, Midwest Region, and the Southeast Region stood in solidarity with their fellow handlers in the New York Region and the National Capital Region (NCR) to join our Family Pride.

We are proud to welcome all our new Brothers and Sisters and look forward to working together at the bargaining table and beyond.

MSA K-9 Teams from around the country overwhelmingly REJECTED the Maritas created MSA K-9 Handlers Union,

**who only received a
total of 38 votes in 5
elections!**

**THESE UNITS RECENTLY LEFT
THE FEDERATION LEOS TO JOIN
OUR SPFPA FAMILY!**



The Gaylord Resort and Convention Center

LEOSU loses another unit to SPFPA. 112 Marriott Hotel Services Officers @ The Gaylord Resort and Convention Center voted unanimously to leave the troubled

LEOSU after its leadership failed to negotiate a new contract, trapping them into a no gain extension. SPFPA used all our resources and won the Officers the right to vote, and join our SPFPA family.



Federal Law Enforcement Training Center

The FLETC Officers stated that LEOSU failed to provide the service and communication it had promised them. They contacted SPFPA, and with majority support, SPFPA filed a petition with the NLRB on their behalf. LEOSU/Maritas delayed the process by giving the NLRB false information about a new contract. However, when he failed to produce the "new" contract, the election moved forward. LEOSU/Maritas disclaimed interest in the FLETC Officers at the last minute, knowing he had lost all support. SPFPA won the election and welcomed the FLETC Officers to our SPFPA PRIDE.



The National Protection and Programs Directorate (NPPD)

This unit of Hana Industries Security Police Professionals got locked into a one year extension by the LEOSU/Federation after they failed to negotiate a new contract. When it was time, the Officers contact the SPFPA who filed a NLRB petition on their behalf, and come election day... Voted to leave the LEOSU/Federation. Welcome to our SPFPA Family.

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Case No. 05-RC-204499
Date Issued December 22, 2021
City Baltimore

Employer
Marrion Hotel Services, Inc.
and
International Union, Security, Police & Fire
Professionals of America (SPFPA)
Petitioner
and
Law Enforcement Officers Security Union,
LEOSU-DC
Intervenor

Type of Election:
(Check one)
☐ Disputation
☐ Board Election
☐ Contract Agreement
☒ NLRB Election (Incumbent Union)
(Circle)

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots on election held in the above case, and conducted on the date indicated hereby, were as follows:

1. Approximate number of eligible voters 112
2. Number of valid ballots 1
3. Number of votes cast for PETITIONER
4. Number of votes cast for INTERVENOR
5. Number of votes cast for
6. Number of votes cast against participating labor organization(s)
7. Number of valid votes counted from 3, 4, 5, and 6
8. Number of challenged ballots
9. Number of valid votes counted from challenged ballots (sum of 7 and 8)
10. Challenges are (not) sufficient to affect the results of the election
11. A majority of the valid votes counted plus challenged ballots (sum of 9 and 10) has been cast for

For the Regional Director

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above and hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. Via this acknowledgment service of this tally.

For Employer & Petitioner representatives attended via videoconference
For
For

Page 1 / 1 Zoom 100%



Chenega *PSOs* at the Federal
Law Enforcement Training
Center (FLETC) celebrate after
they voted to leave LEOSU
and join SPFPA. Welcome to
our SPFPA family.

HANA OFFICERS AT THE FEDERAL TRADE COMMISSION FACILITY IN DC VOTED TO LEAVE AN AFFILIATE OF THE FEDERATION AND JOIN SPFPA

A unit of Hana Industries Security Police Professionals were tired of the lack of service by their small union, USPOA an affiliate of the Federation. The Officers reached out to SPFPA, who took immediate action to



The HANA PSOs at the Federal Trade Commission voted to rid themselves of a Federation Leos affiliate and join our SPFPA family.

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Case No. 05-RC-778812 Date Issued 08-05-2021 City Baltimore

Employer: KANA INDUSTRIES, INC.
Petitioner: INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (USPFA)

Type of Election: (Check one)
☒ Separation
☐ Board Election
☐ Consent Agreement
☐ RD Election (Inherent Union (C-BA))

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters: 22
 2. Number of valid ballots: 10
 3. Number of Votes cast for: Petitioner: 10
 4. Number of votes cast for: _____
 5. Number of Votes cast for: _____
 6. Number of Votes cast against participating labor organization(s): _____
 7. Number of Valid votes counted (sum 3, 4, 5, and 6): 10
 8. Number of challenged ballots: _____
 9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8): _____
 10. Challenges are (not) sufficient in number to affect the results of the election.
 11. A majority of the valid votes counted plus challenged ballots (from 9) has (not) been cast for: Petitioning Union

For the Regional Director: _____

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For The Employer: not present to sign
 For The Petitioner: not present to sign
 For: _____

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These hard
working Security
Police Professionals.
The Officers were
quick to fill out SPFPA
online interest card
forms and a petition
was filed with the
NLRB. The USPOA
didn't even fight for
their members they
just disclaimed interest
an walked away.

UNITED FEDERATION LEOS TRIED TO STEAL OUR NIH MEMBERS...BUT FAILED!

BARGAINING TABLE SUCCESS

WORKING WITH THE SPFPA NEGOTIATORS AND THE UNITS ELECTED BARGAINING COMMITTEE, OUR NIH MEMBERS WON A 16.7% WAGE INCREASE OVER THE NEXT 24 MONTHS. IN ADDITION, BENEFITS LEVELS WERE INCREASED, ALONG WITH IMPROVED WORKING CONDITIONS. SPFPA STRONG!

SPFPA Local 464, 465 and 466 Leadership and Members fended off attacks from United Federation, and its troubled affiliate Leos-PBA. They stood SPFPA STRONG, and were not misled by the Federation, whose only interest in the group was to line their pockets. Once the

Federation knew there was no chance for a victory, they didn't have a representative present for the count.

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FORM NLRB-30 (7-16)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Paragon Systems, Inc.
Employer:

and
Law Enforcement Officers Security Unions (LEOSU-DC), a Division of the Law Enforcement Officers Security Unions (LEOSU), affiliated with the Law Enforcement Officers Security & Police Benevolent Association (LEOS-PBA),
Petitioner:

and
International Union Security Police and Fire Professionals of America (SPFPA) and its Local 466
Intervenor:

Case No. 05-RIC-200042
Date Issued October 12, 2021
City Baltimore

Type of Election:
(Check one)
☒ Disputation
☐ Board Decision
☐ Consent Agreement

30 RD Election Incident Union (Code)

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots cast in election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 54
2. Number of valid ballots 1
3. Number of Votes cast for Petitioner
4. Number of Votes cast for Intervenor
5. Number of Votes cast for
6. Number of Votes cast against participating labor organization(s)
7. Number of valid votes counted (sum of 3, 4, 5, and 6)
8. Number of challenged ballots
9. Number of valid votes counted plus challenged ballots (sum of 7 and 8)
10. Challenges are not sufficient in number to affect the results of the election
11. A majority of the valid votes counted plus challenged ballots (sum of 7 and 8) has not been cast for Intervenor

For the Regional Director: [Signature]

The undersigned acted as authorized observer in the counting and tabulating of ballots indicated above and certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For: Intervenor representatives appeared by video call
For: No representatives appeared on behalf of the Employer
For:



Page 1 / 1 Zoom 100%

FORM NLRB-30 (7-16)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Paragon Systems, Inc.
Employer:

and
UNION RIGHTS FOR SECURITY OFFICERS (URSO),
Petitioner:

and
INTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA),
Intervenor:

and
LAW ENFORCEMENT OFFICERS SECURITY UNION (LEOSU-DC), a Division of the Law Enforcement Officers Security Unions (LEOSU), LAW ENFORCEMENT OFFICERS SECURITY & POLICE BENEVOLENT ASSOCIATION (LEOS-PBA),
Intervenor:

Case No. 05-RIC-200042
Date Issued January 19, 2022
City Baltimore State MD

Type of Election:
(Check one)
☒ Disputation
☐ Board Decision
☐ Consent Agreement

30 RD Election Incident Union (Code)

TALLY OF BALLOTS RERUN ELECTION

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots cast in election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 361
2. Number of valid ballots 5
3. Number of Votes cast for Petitioner
4. Number of Votes cast for Intervenor (SPFPA)
5. Number of Votes cast for Intervenor (LEOSU-DC)
6. Number of Votes cast against participating labor organization(s)
7. Number of valid votes counted (sum of 3, 4, 5, and 6)
8. Number of challenged ballots
9. Number of valid votes counted plus challenged ballots (sum of 7 and 8)
10. Challenges are not sufficient in number to affect the results of the election
11. A majority of the valid votes counted plus challenged ballots (sum of 7 and 8) has not been cast for Intervenor

For the Regional Director: [Signature]

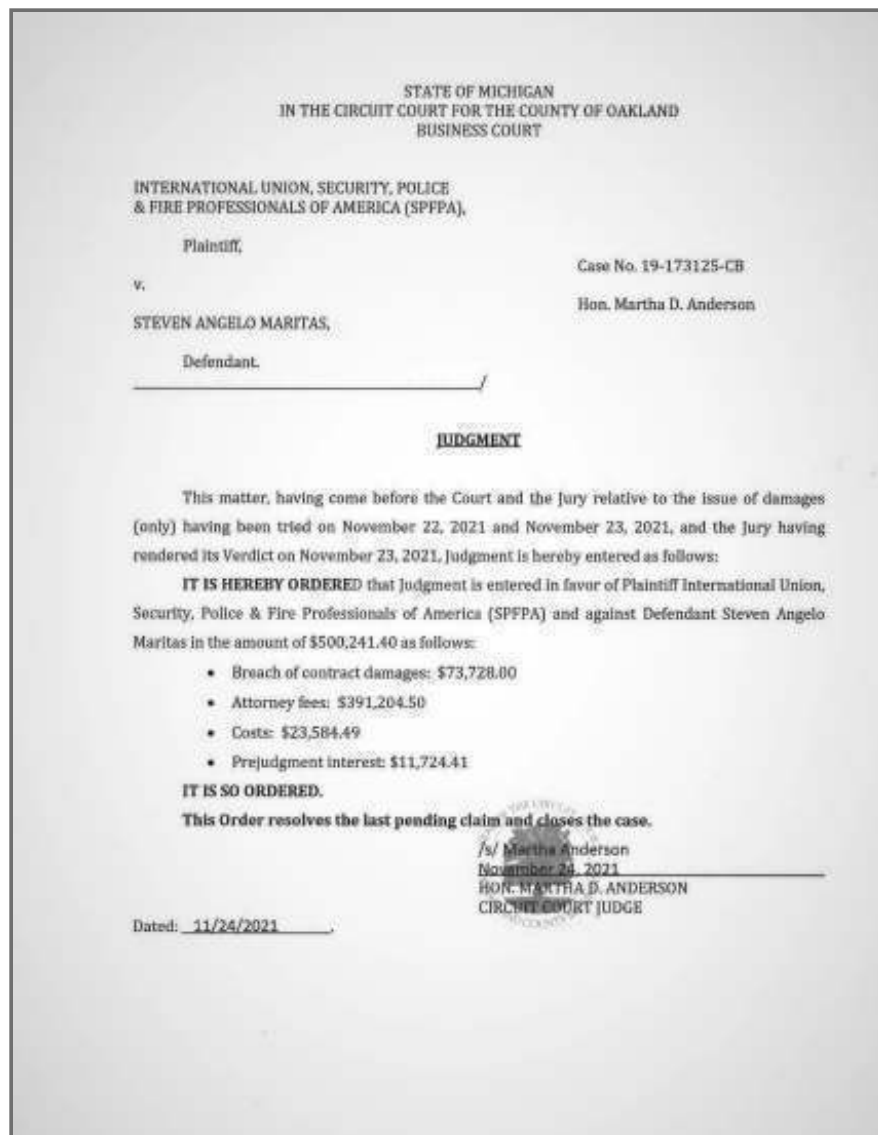
The undersigned acted as authorized observer in the counting and tabulating of ballots indicated above and certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For: Employer NO REPRESENTATIVE PRESENT
For: Petitioner NO REPRESENTATIVE PRESENT
For: Intervenor SPFPA DEBORAH PRELIER YES
For: Intervenor LEOSU NO REPRESENTATIVE PRESENT

**NIH OFFICERS
CELEBRATE
THEIR
VICTORY!**

SPFPA PREVAILS IN LAWSUIT AGAINST LEOSU/UNITED FEDERATION EXECUTIVE DIRECTOR STEVE MARITAS -

On November 23, 2021, an Oakland County Circuit Court jury awarded SPFPA \$500,241.40 from LEOSU Representative Steve Maritas. The



SPFPA sued Maritas after he failed to honor three separate written agreements with respect to his improper use of SPFPA property following his discharge from employment. The Court ruled Maritas violated his contractual obligations and the jury award the SPFPA the full amount of damages proved at trial. A Federal jury trial against Maritas/LEOSU on his defaming the SPFPA and its President David L. Hickey is anticipated to go to trial later this year. An even larger damages amount against Maritas and his

Union is expected from the that jury.

A jury verdict states Maritas must pay \$500,241.40

LEOSU -United Federation LEOS-PBA members from coast to coast have filed Deauthorization Petitions with the National Labor Relations Board (NLRB) to STOP paying DUES and supporting the TROUBLED Federation.

New York City Paragon Officers

**SET TO VOTE TO STOP
PAYING LEOSU, LEOS-PBA**

Los Angeles Paragon Officers

**SET TO VOTE TO STOP
PAYING LEOSU, LEOS-PBA**



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Zoom 100%



Page 1 / 1

Zoom 100%

FORM NLRB-502 (UD) (3-18)	UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD UD PETITION	DO NOT WRITE IN Case No.
<small>INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov, submit an original of this Petition to an NLRB Office in employer concerned is located. The petition must be accompanied by a showing of interest (see 6th below). When filed with the NLRB, accompanied by a showing of interest (see 6th below) that should not be served on any other.</small>		

FORM NLRB-502 (UD) (3-18)	UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD UD PETITION	DO NOT WRITE IN THIS SPACE Case No. 21-UD-279539
------------------------------	---	--

1. PURPOSE OF THIS PETITION: UNDEAUTHORIZATION OF UNION SHOP AUTHORITY (REMOVAL OF OBLIGATION TO PAY DUES) - Thirty percent employees in a bargaining unit covered by an agreement between their employer and a labor organization desire to rescind the authority of such labor organization to represent them. The Petitioner alleges that employees make certain lawful payments to that labor organization in order to retain their jobs. The Petitioner alleges that the circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer: **Paragon Systems Inc.**
 2b. Address(es) of Establishment(s) involved (Street and number, city, state, ZIP code): **13900 Lincoln Park Drive, Herndon, VA 22061**
 2c. Address (if same as 2b - state same)
 3a. Employer Representative - Name and Title: **Les Kaciban - President**
 3b. Address (if same as 2b - state same)
 3c. Tel. No.: **202-274-5582**
 3d. Cell No.:
 3e. Fax No.:
 3f. E-Mail Address: **lkaciban@paragon.com**
 4a. Type of Establishment (Factory, mine, wholesaler, etc.):
 4b. Principal product or service: **Security**
 5a. Description of Unit Involved:
 Included: **Protective Security Officers**
 Excluded:
 6. Number of Employees in Unit: **307**
 6b. Do a substantial number (30% or more) of the employees in the unit desire to rescind the authority of the labor organization to represent them?
 7a. Name of Recognized or Certified Bargaining Agent (if none, so state): **Law Enforcement Security Unions**
 7b. Address:
 7c. Tel. No.: **202-486-8558**
 7d. Cell No.:
 7e. Fax No.:
 7f. E-Mail Address: **leosunions@gmail.com**
 7g. Affiliation:
 8. Date of Recognition or Certification: **8/26/2020**
 9. Execution & Expiration Dates of Current or Most Recent Contract, if any (Month, Day, Year):
 10. Is there now a strike or picketing at the Employer's establishment(s) involved? **NO** If so, approximately how many employees are participating? (Name of labor organization) has picketed the Employer since (Month, Day, Year)
 11. Organizations or individuals and those named in items 7 and 10, which have claimed recognition as representatives and other organizations and individuals interested in any employees in the unit described in item 5 above. (If none, so state)
 11a. Name: Steven Maritas
 11b. Address: ARCO Tower 1055 West 7th Street Los Angeles CA 90017
 11c. Tel. No.: 213-205-1855
 11d. Cell No.: 202-486-8558
 11e. Fax No.: 202-595-3510
 11f. E-Mail Address: Steve@leosunions.com
 12. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.
 12a. Election Type: ☐ Manual ☒ Mail
 12b. Election Date(s):
 12c. Election Time(s):
 12d. Election Location(s):
 13. Full Name of Petitioner (including local name and number if applicable):
 13a. Address (Street and number, city, state, ZIP code):
 13b. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state):
 13c. Tel. No.:
 13d. Cell No.:
 13e. Fax No.:
 13f. E-Mail Address:
 14. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.
 14a. Name and Title:
 14b. Address (Street and number, city, state, ZIP code):
 14c. Tel. No.:
 14d. Cell No.:
 14e. Fax No.:
 14f. E-Mail Address:
 I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.
 Name (Print): Signature: Title:
 WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 101 et seq. The principal use of the information is to assist the NLRB in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74042 (Dec. 14, 2006) and are available upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to act.

INSTRUCTIONS: Unless e-Filed using the Agency's website, submit an original of this Petition to an NLRB Office in the region where the Employer is located. The petition must be accompanied by a showing of interest (see 6b below). When filed with the NLRB, the petition must be accompanied by a showing of interest (see 6b below) that should not be served on any party.

1. PURPOSE OF THIS PETITION: UNDEAUTHORIZATION OF UNION SHOP AUTHORITY (REMOVAL OF OBLIGATION TO PAY DUES) - Thirty percent employees in a bargaining unit covered by an agreement between their employer and a labor organization desire to rescind the authority of such labor organization to represent them. The Petitioner alleges that employees make certain lawful payments to that labor organization in order to retain their jobs. The Petitioner alleges that the circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer: **Paragon Systems Inc.**
 2b. Address(es) of Establishment(s) involved (Street and number, city, state, ZIP code): **750 Terrado Plaza, Suite 103 Covina CA 91723**
 2c. Address (if same as 2b - state same)
 3a. Employer Representative - Name and Title: **Manuel Arriaga - Program Manager**
 3b. Address (if same as 2b - state same)
 3c. Tel. No.: **626-966-5544**
 3d. Cell No.: **323-532-4219**
 3e. Fax No.: **626-966-2186**
 3f. E-Mail Address: **Marriaga@paragon.com**
 4a. Type of Establishment (Factory, mine, wholesaler, etc.):
 4b. Principal product or service: **Security**
 5a. Description of Unit Involved:
 Included: **LEOSU-CA Local 1**
 Excluded:
 6. Number of Employees in Unit: **362**
 6b. Do a substantial number (30% or more) of the employees in the unit desire to rescind the authority of the labor organization to represent them?
 7a. Name of Recognized or Certified Bargaining Agent (if none, so state): **Steve Maritas and Charles Strebeck**
 7b. Address: **ARCO Tower 1055 West 7th Street Los Angeles CA 90017**
 7c. Tel. No.: **213-205-1855**
 7d. Cell No.: **202-486-8558**
 7e. Fax No.: **202-595-3510**
 7f. E-Mail Address: **Steve@leosunions.com**
 7g. Affiliation:
 8. Date of Recognition or Certification: **December 4, 2020**
 9. Execution & Expiration Dates of Current or Most Recent Contract, if any (Month, Day, Year): **December 13, 2020 - August 31, 2021**
 10. Is there now a strike or picketing at the Employer's establishment(s) involved? **NO** If so, approximately how many employees are participating? (Name of labor organization) has picketed the Employer since (Month, Day, Year)
 11. Organizations or individuals and those named in items 7 and 10, which have claimed recognition as representatives and other organizations and individuals interested in any employees in the unit described in item 5 above. (If none, so state):
 11a. Name: **Steven Maritas**
 11b. Address: **ARCO Tower 1055 West 7th Street Los Angeles CA 90017**
 11c. Tel. No.: **213-205-1855**
 11d. Cell No.: **202-486-8558**
 11e. Fax No.: **202-595-3510**
 11f. E-Mail Address: **Steve@leosunions.com**
 12. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.
 We wish to separate from this bargaining unit.
 12a. Election Type: ☐ Manual ☒ Mail
 12b. Election Date(s):
 12c. Election Time(s):
 12d. Election Location(s):
 13. Full Name of Petitioner (including local name and number if applicable):
 13a. Address (Street and number, city, state, ZIP code):
 13b. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state):
 13c. Tel. No.: **213-205-1855**
 13d. Cell No.: **202-486-8558**
 13e. Fax No.: **202-595-3510**
 13f. E-Mail Address: **Steve@leosunions.com**
 14. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.
 14a. Name and Title:
 14b. Address (Street and number, city, state, ZIP code):
 14c. Tel. No.:
 14d. Cell No.:
 14e. Fax No.:
 14f. E-Mail Address:
 I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.
 Name (Print): Signature: Title:
 WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 101 et seq. The principal use of the information is to assist the NLRB in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74042 (Dec. 14, 2006) and are available upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to act.

Leosu/Maritas guilty of objectionable conduct

NLRB rules against troubled LEOSU/Federation

On Friday 2/11/22 The NLRB affirmed the Regional Director's decision requiring a rerun deauthorization election, attached. The Board ruled that the Regional Director's reasoning was correct. This was the troubled Leosu's final appeal, opening the door for over 400 Los Angeles Paragon Officers to stop paying dues.



Page 1 / 2

Zoom 100%

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

PARAGON SYSTEMS

Employer

and

Case 21-UD-279539

[REDACTED] AN INDIVIDUAL

Petitioner

and

LAW ENFORCEMENT OFFICERS SECURITY

UNIONS LEOSU-CA, LEOS-PBA

Union

ORDER

The Union's Request for Review of the Regional Director's Decision to Adopt the Hearing Officer's Recommendations is denied as it raises no substantial issues for review.¹

1

In denying review, we agree with the Regional Director that the email sent by the Union's organizing director to voters in the deauthorization election was objectionable. Specifically, the email at issue stated: "IF YOU SHOULD RECEIVE A NLRB BALLOT THE MAIL PLEASE DISREGARD IT SINCE THIS HAS NOTHING TO DO WITH THE RATIFICATION VOTE! - RATIFICATION WILL BE DONE BY ONLINE VOTING."

We agree with the Regional Director that the email "was not an attempt to encourage voters to vote a certain way, as is the purpose of typical election campaign propaganda, but

The troubled United Federation,
Leos-PBA aka LEOSU tried to
confuse their own members when
they decided to vote to stop paying
dues. Emailing them this message:

The email at issue stated: “IF YOU
SHOULD RECEIVE A NLRB BALLOT
IN THE MAIL PLEASE DISREGARD IT
SINCE THIS HAS NOTHING TO DO
WITH THE RATIFICATION VOTE!
RATIFICATION WILL BE DONE BY
ONLINE VOTING.”

See the Official Government
document posted to the right of this
message.

the opposite of propaganda – a seemingly honest clarification and a directive from
leaders



Page 1 / 2



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**Now it's time for something positive **CLICK
HERE** to visit the SPFPA website**

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FOSDOG WEB SERVICES



08
SEP

MARITAS FAILS AGAIN!

🕒 SEPTEMBER 8, 2022

WHERE'S
MARITAS?

**Hello, my name is Tara Maritas. I got married
9/25/2021. My husband was a very generous and
with a charming personality.**

was lonely after his death. Steve was Charming. I really believed every word he said, he promised that he would be a dedicated husband.

Steve Maritas left out several important facts. The man owns nothing. He needed my home and prides himself on having no assets. He owns his own business Leos PBA. He is the executive director, the voice and the head of his Union. He has a very good income and convinced me to give up a job. He also removed my passive income and evicted a tenant. This caused serious problems with Brookhaven town and my fines are high.

When we started living together he got a bit controlling. This lead to a order of protection and then an crime of assault 2nd degree. I later on found out that he served 6 months in jail for abusing his 2nd wife.

This man is a dishonest person who left me with approximately 17 thousand in debt. We have approximately 5 thousand alone in home repairs due to his evictions. The tenants destroyed a bathroom and left us with roaches.

from his old bosses Union. He brags that he owns nothing and nobody will ever see a dime. The marriage started failing after he started working 12 hour days from his home office. He ignored me and screamed if I spoke. This escalated into violence and then I discovered a handgun.

He of course will not send any money. Left me broke. I have large expenses coming up. I have no address for him since he is on the run. Divorcing him is difficult not only financially but we can not locate him.

This situation is something out of a movie. I was a lonely woman needing love after losing her son. He played the perfect man until we started living together. I hate to say it but he is a con man who took advantage of the void in my life after the death of my son.

I am raising these funds to pay my house taxes, town fees, exterminator for the roaches.

Down payment for my lawyer.

I worked three jobs before Steve just to make ends meet. I need to get back to working without his

very good friends with him. He refused to give me an address or send him the order of protection in e-mailed to him.

Because of the nature of his job he can go anyplace on union funds. This makes locating him impossible. He literally vanished since 8/20/2022

Thank you

Tara Maritas

← PREV

Related Posts



**SEPTEMBER 6,
2022**

**MARITAS'
TROUBLES
CONTINUE –**



**SEPTEMBER 1,
2022**



**SEPTEMBER 1,
2022**

**ANOTHER
“BOGUS”**

**the run
again?????**

**GOVERNMENT
DOCUMENTS
EXPOSE THE
TRUTH
ABOUT
MARITAS'
UNION
CLOWN
CIRCUS!**

**MARITAS/UFL
EOS PROVES
FALSE!**



LEAVE A REPLY

Comment*

Name*

Email*

Website

☐ **Save my name, email, and website in
this browser for the next time I
comment.**

POST COMMENT



03
OCT

Did Maritas get fired from another Union?

🕒 OCTOBER 3, 2022



Where's Maritas?

Where's Maritas?

His picture is no longer found among the appointed UFLEOS executive board members on the UFLEOS website. It's known that Maritas has been fired from numerous unions in the past. IS THIS WHAT HAPPEN HERE?

trying to dig the union out of the mess that Maritas has caused? Is he cutting off the dead weight and trying to polish the tarnished image of the UFLEOS?

We do know that numerous UFLEOS members are leaving as soon as their contracts are in the open period. SPFPA has been there to help those members and will help all Officers looking to escape the Failing Maritas union.

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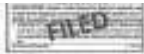
**OCTOBER 10,
2022**

PATHETICI!



**OCTOBER 6,
2022**

**TEARS OF A
CLOWN 2**



**OCTOBER 3,
2022**

**Another UD
Petition Filed
against the
UFLEOS**





29
SEP

BREAKING NEWS!

🕒 SEPTEMBER 29, 2022

After LEOSU Director Steve Maritas admitted to destroying relevant evidence in the SPFPA’s defamation lawsuit against Defendants LEOSU and Maritas, the SPFPA brought this improper behavior to the attention of the Federal Court. On September 22, 2022 the Federal Court’s Discovery Master found that LEOSU and Maritas “deleted relevant [evidence] during this lawsuit,” that evidence “has been lost because they failed to take reasonable steps to preserve it,” and recommends a Court order of “an expert computer forensic examination of Defendants’ Electronic Devices....” In the federal court’s report issued on September 22, 2022 it outright rejects LEOSU’s and Maritas’ unbelievable and frivolous claim that the destroyed evidence was not relevant, as “it strains credulity to say none of the emails or text messages Defendants deleted during this litigation were relevant.”

The forensic exam will focus on and determine the “timing, manner, extent, and nature of Defendants’ deletions of” evidence. After the forensic examination is completed, and the

report identifies when and how often Maritas and the LEOSU improperly destroyed the evidence, the federal court will then determine the appropriate remedy, which may include “default judgment” and “monetary sanctions” against LEOSU and Maritas.

Remember, the last time the SPFPA received a “monetary” judgment against Maritas, it was for more than \$500,000. This time we are predicted to get a judgment for substantially more. And now that Maritas’ improper actions have drawn the LEOSU into his mess, the LEOSU is a Defendant subject to the judgment. LEOSU members should be questioning why so much of their hard-earned dues contributions will be paid to the SPFPA to satisfy this next judgment, and only because Maritas lacks the ability to control himself. It has long been predicted that the feds will eventually catch up to Maritas, and that time is here.

We are not making this up. Read it for yourself, see the full Report below.



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Case 2:19-cv-10743-SJM-RSW ECF No. 61, PageID.231

**UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF
SOUTHERN DIVISION**

**INTERNATIONAL UNIONS,
SECURITY POLICE AND FIRE
PROFESSIONALS OF AMERICA**

Case No

PROFESSIONALS OF AMERICA
(SPFPA), an International Union, and
DAVID L. HICKEY, the International
President of the Security Police and Fire
Professionals of America,

Hon. Ste
Magistra

Plaintiffs,

v.

STEVE MARITAS, an individual,
CALVIN WELLS, an individual, and
LAW ENFORCEMENT OFFICERS
SECURITY UNION, an unincorporated
union,

Defendants.

**REPORT AND RECOMMENDATION OF DI
RE: PLAINTIFFS’ MOTION FOR DEFAULT
ALTERNATIVE SPOILIATION SANCTIONS**

This is a defamation and tortious interference case involving the Security Police and Fire Professionals of America (SPFPA), an international union which represents security, police, and fire professionals. The International President, David L. Hickey (together, “Hickey”), is the rival union, Law Enforcement Officers Security Union (LEOSU).



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← **PREV**

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**OCTOBER 10,
2022**

PATHETIC!



**OCTOBER 6,
2022**

**TEARS OF A
CLOWN 2**



**OCTOBER 3,
2022**

**Did Maritas
get fired from
another
Union?**

LEAVE A REPLY

Comment*

Name*

Email*

Website

☐ **Save my name, email, and website in this browser for the next time I comment.**

POST COMMENT



06
SEP

MARITAS' TROUBLES CONTINUE – Is Maritas on the run again?????

🕒 SEPTEMBER 6, 2022

MARITAS' TROUBLES CONTINUE IS MARITAS ON THE RUN AGAIN?????



New information has reached us that yet another Court has issued a protective order against Steve Maritas, ordering him not to assault or stalk his current wife. It

appears that Maritas also has been ordered to surrender all guns he owns or possesses. Latest word suggests Maritas fled the jurisdiction in a futile attempt to avoid being served official paperwork concerning these allegations.

Anyone who follows Maritas knows that he previously pled guilty and served over six months in a San Diego prison for stalking his ex-wife and a warrant was issued when he refused to pay court-ordered child support.

What is Maritas afraid of now? Is he afraid he won't be able to escape the consequences of what he has done?

We will keep you advised as more information becomes available.

← **PREV**

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**OCTOBER 10,
2022**

PATHETIC!



**OCTOBER 6,
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**TEARS OF A
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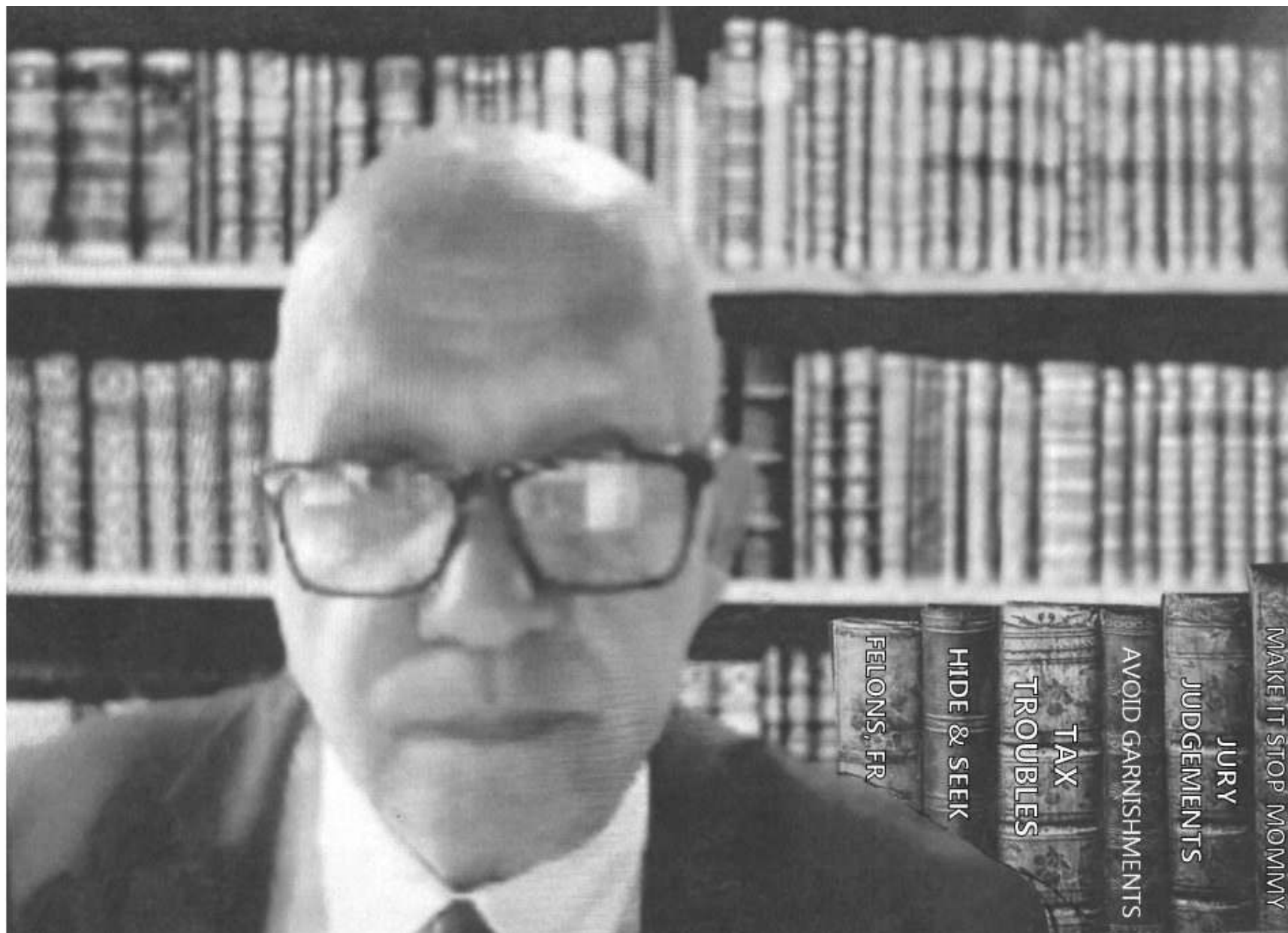
**OCTOBER 3,
2022**

**Did Maritas
get fired from
another
Union?**

EYES ON THE UNITED FEDERATION LAW ENFORCEMENT OFFICERS SECURITY (UFLEOS)

UFLEOS/MARITAS PROBLEMS CONTINUE TO GROW!

(Troubled Union Under New Investigation)

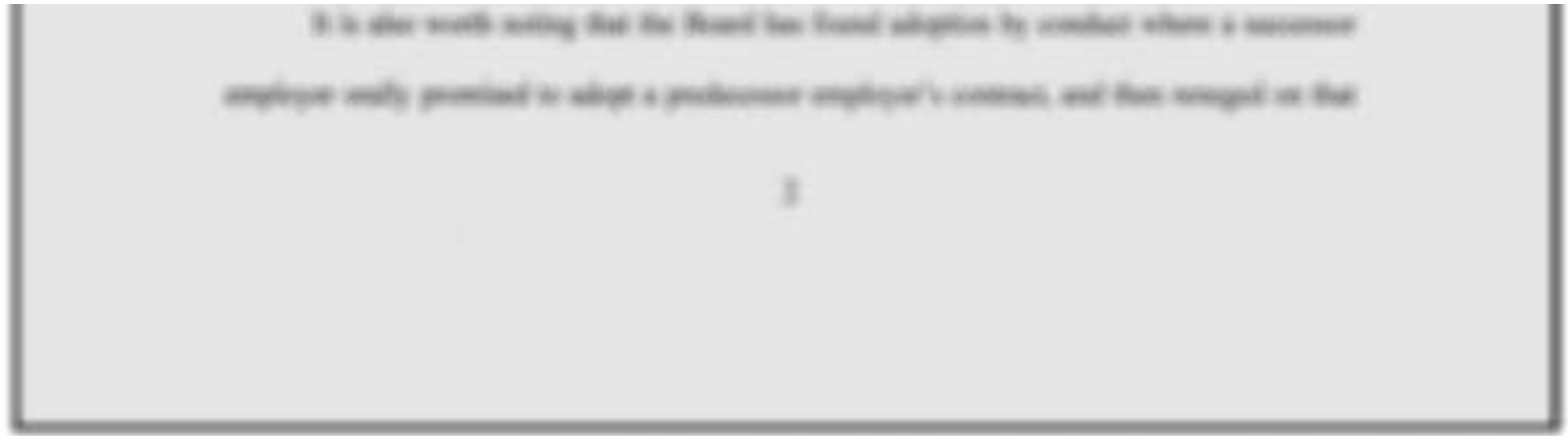


Maritas' virtual background and a pair of glasses can't change an already tarnished image

**UFLEOS ATTORNEY JOHN AXELROD
(BEINS, AXELROD & KEATING)
WASHINGTON D.C. ADMITS UFLEOS
EXECUTIVE DIRECTOR, MARITAS SIGNED
A "FLAWED AGREEMENT" WITHOUT
PROOF READING IT (SEE OFFICIAL
DOCUMENT BELOW)**

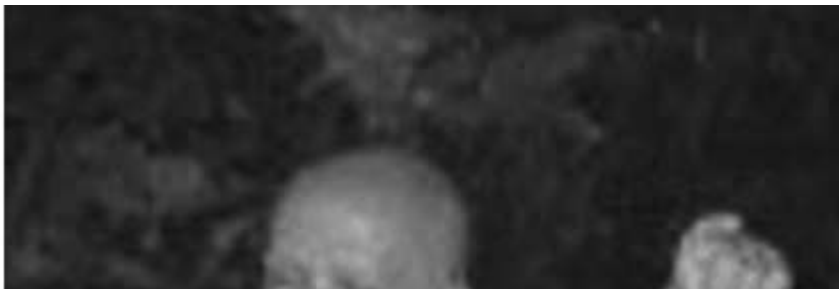
Excalibur representatives met with LEOSU Executive Director Steve Maritas to discuss the transition. Excalibur orally agreed to assume the LEOSU-Whitestone agreement. Excalibur President Ed McDonald then instructed his staff to send an adoption agreement to Mr. Maritas for signature. Unfortunately, the written agreement submitted by Excalibur and signed by both Mr. Maritas and Excalibur was flawed. Both parties signed the agreement without proofreading it.

Assuming, arguendo, that the assumption agreement is not dispositive, the NLRB has long applied an "adoption by conduct" principle. It is well settled that adoption of a collective bargaining agreement "is not dependent on the reduction to writing of the intention to be bound," but instead, "what is required is conduct manifesting an intention to abide by the terms of the agreement." *E.F.F. Concrete Pumping, Inc.*, 325 NLRB 711, 712 (1999), quoting *NLRB v. Babcock Construction Co.*, 301 F.2d 751, 755-756 (7th Cir. 1962) (en banc) (formal and solemn method, only). 204 NLRB 79 (1978), *Palm Beach Pops*, 341 NLRB 179 (2004) (*CUB Associates*, 340 NLRB 1391 (2003)). We believe that the evidence submitted by LITKO will present clear and convincing evidence that LITKO adopted the Wilshire agreement by its conduct. *E.F.F. Concrete Pumping, Inc.*, 325 NLRB 711, 712 (1999).



[CLICK HERE TO VIEW THE ENTIRE OFFICIAL DOCUMENT](#)

MARITAS FAILS THE EXCALIBUR OFFICERS AT THE NIST!



In a remarkable admission, the United Federation LEOS-PBA argued to the NLRB that a



collective bargaining agreement Steve Maritas signed for the LEOSU should be ignored because Maritas did not read it before he signed it! In a filing with NLRB Region 27 earlier this week, the LEOSU's attorney stated officially on the record that the "flawed" agreement should be ignored because it is full of "mistakes" caused because Maritas "signed the agreement without proofreading it." Are you kidding?

Apparently Maritas was too busy partying to bother reading this contract he signed that controls the rights of LEOSU members for years. No wonder why LEOSU



members are fleeing Maritas at record rates.

Before you choose a Maritas union, or if you're looking to leave his unions, contact (800)228-7492, or visit spfpa.org.

**HERE ARE A FEW MORE REASONS
YOU SHOULD NOT JOIN UNITED
FEDERATION LEOS (UFLEOS)**



“Quotes” from past and present UFLEOS members about Steve Maritas

“When we have grievances, we don’t hear from him, we fight our own fight.”

“He said he was going to call... but he never called.”

“I know a slick talker when I see one or hear one, and this guy talks the talk.”

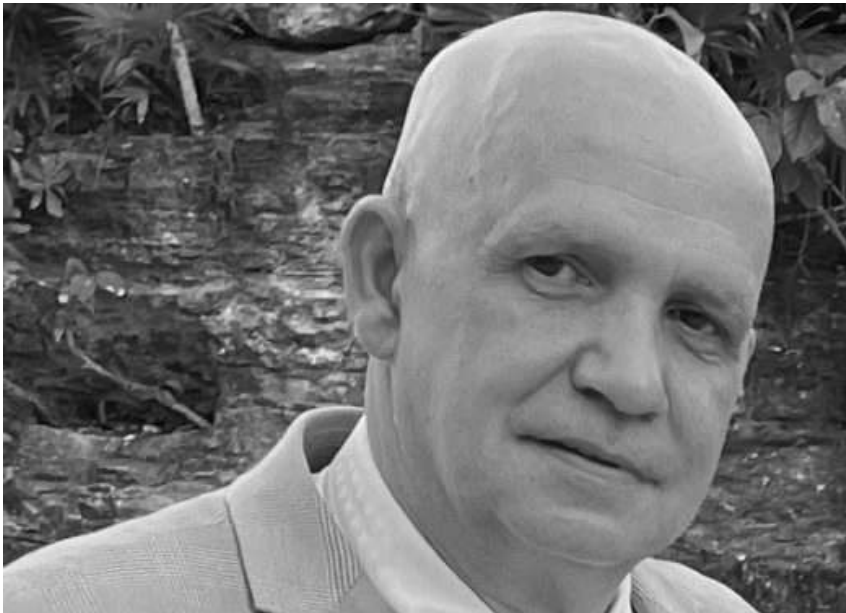
“A date was set for negotiations, but he never showed up for that date.”

“You will be left for dead by Steve... that’s been our experience with Steve.”

**“Any other Security Union is better than
Maritas’ Union!”**

**“Don’t make the same mistake we made,
don’t vote for UFLEOS and Maritas.”**

**MSA K-9 HANDLERS ARE DEMANDING THE
TRUTH!**





**OFFICIAL DOCUMENTS
REVEAL, and MSA K-9
Handlers have learned that
Maritas signed off on an
unfair settlement that paid
his union and his attorney
tens of thousands of dollars.**

MSA K-9 Handlers from around the country, are filing complaints with the Department of Labor (DOL) and the National Labor Relations Board (NLRB) demanding a full investigation into Maritas, his troubled unions and transparency into the settlement Maritas agreed to... MSA K-9 Handlers speak out!

MSA K-9 HANDLERS ARE DEMANDING THE TRUTH!



MARITAS UNDER PRESSURE!

Federation LEOS Organizer/Director Steve Maritas was subpoenaed last week for a creditor exam after failing to pay over \$500,000 a Michigan jury awarded SPFPA for Breach of Contract. Maritas attempted to avoid the subpoena by lying about his identity, but was served at his home. Maritas failed to show to the scheduled creditor exam and

**may ultimately face arrest.
We will keep Federation
LEOS members updated as
future facts become
available.**

**"WE WANT THE TRUTH... THE WHOLE
TRUTH!"**



MSA K-9 TEAMS FROM AROUND THE COUNTRY OVERWHELMINGLY REJECTED THE MARITAS CREATED MSA K-9 HANDLERS UNION, WHO ONLY RECEIVED A TOTAL OF 38 VOTES IN 5 ELECTIONS!

TROUBLE CONTINUES TO MOUNT FOR MARITAS AND HIS UNIONS.

COUNTY OF SUFFOLK

OFFICE OF THE SHERIFF
CIVIL ENFORCEMENT SECTIONERROL D. TOULON, JR., S.D.
SHERIFFDavis Law Offices
326 East Fourth Street Suite 200
Royal Oak, MI 48067FILE # 5-12004355
International Union Security Police & Fire Professionals of America ("SPFFA")
vs.
Steven Martin

The documents sent to this department for service are being returned herewith for the following reasons:

- ☒ Service has been effected - enclosed is an Affidavit/Certificate of Service
- ☐ Service has not been effected - enclosed is an Affidavit/Certificate of Non Service
- ☐ Documents are being returned at your request
- ☐ Please have papers re-dated allowing 6-8 weeks for service
- ☐ Subject to be served has moved - unable to make service
- ☐ Subject to be served has moved - New address is: _____
- ☐ Subject to be served was unknown at the address given
- ☐ Place of business is no longer at given address
- ☐ Unable to locate address as given
- ☐ Suggest serve Secretary of State
- ☐ Corporate officers are not available for service at this location
- ☐ Unable to locate the subject to be served
- ☐ Closed no response to our correspondence dated _____
- ☐ Other: _____

Other attempts to serve defendant:

360 YAPHANK AVE., STE. 1A
YAPHANK, NY 11980ACCREDITED LAW ENFORCEMENT AGENCY
(631) 852-7600VISIT US ONLINE AT
SUFFOLKSHERIFF.COMShen of Michigan Court
Index Number - 19-77125-CB
County of State of Michigan

Sheriff File Number - 22094333

International Union Security Police & Fire Professionals of
America ("SPFFA")

Affidavit of Service

vs.

Service of Process

Steven Martin

State of New York - County of Suffolk SS:

I, Deputy Sheriff Arnie Rodolice, Badge # 470 of the Suffolk County Sheriff's Office, being duly sworn, depose and say that Leslie is not a party to this action, is over 18 years of age and is a resident of the state of New York. That on 8/15/2022 at 6:00 PM, at 8 Mark Street Port Jeff Sta, NY 11778, deponent served the within Subpoena (Order to Appear and/or Produce), Exhibits A and upon instructions as Steven Martin, the defendant named therein, in the following manner:

PERSONAL SERVICE

By delivering to and having with Steven Martin personally a true copy thereof, said person being known or identified to me as the person mentioned and described therein.

NON-MILITARY

At the time of service Steven Martin was asked if he was in the Military Service of the U.S. Government and Steven Martin replied no.

DESCRIPTION

The person served was approximately: Skin Color: White, Hair Color: Bald/Balding, Gender: Male Height: 5' 8" Weight: 220# Age: -

SERVICE ATTEMPTS

8/14/22-TUES-1839- at given address, I/w a gentleman whom that claimed to not be the defendant and the Mercedes is the driveway with Michigan plates wasn't his. However after further conversation, he revealed himself to me; asking what the service was for, I said not sure, a summons, "oh that's a \$395,000 judgment I don't want to deal with". I asked him again if he was Steven, and he laughed said I'd rather not say. He proceeded to tell me that the Mercedes in the driveway was his but that he was in the driveway and that he ran Business: Funds all over the country. I asked if he was ever in the military, he said -NO. I said well since you won't take this from me, I'm going to leave it here, and dropped it at his feet leaving him.

Served to Leslie on 8/15/22

Notary Public: LESLIE ANNE AGATE
NOTARY PUBLIC-STATE OF NEW YORK
No. 81465411225
Qualified in Suffolk County
My Commission Expires 11-09-2024

Arnie Rodolice 470
Deputy Sheriff Badge Number

Leslie Anne Agate

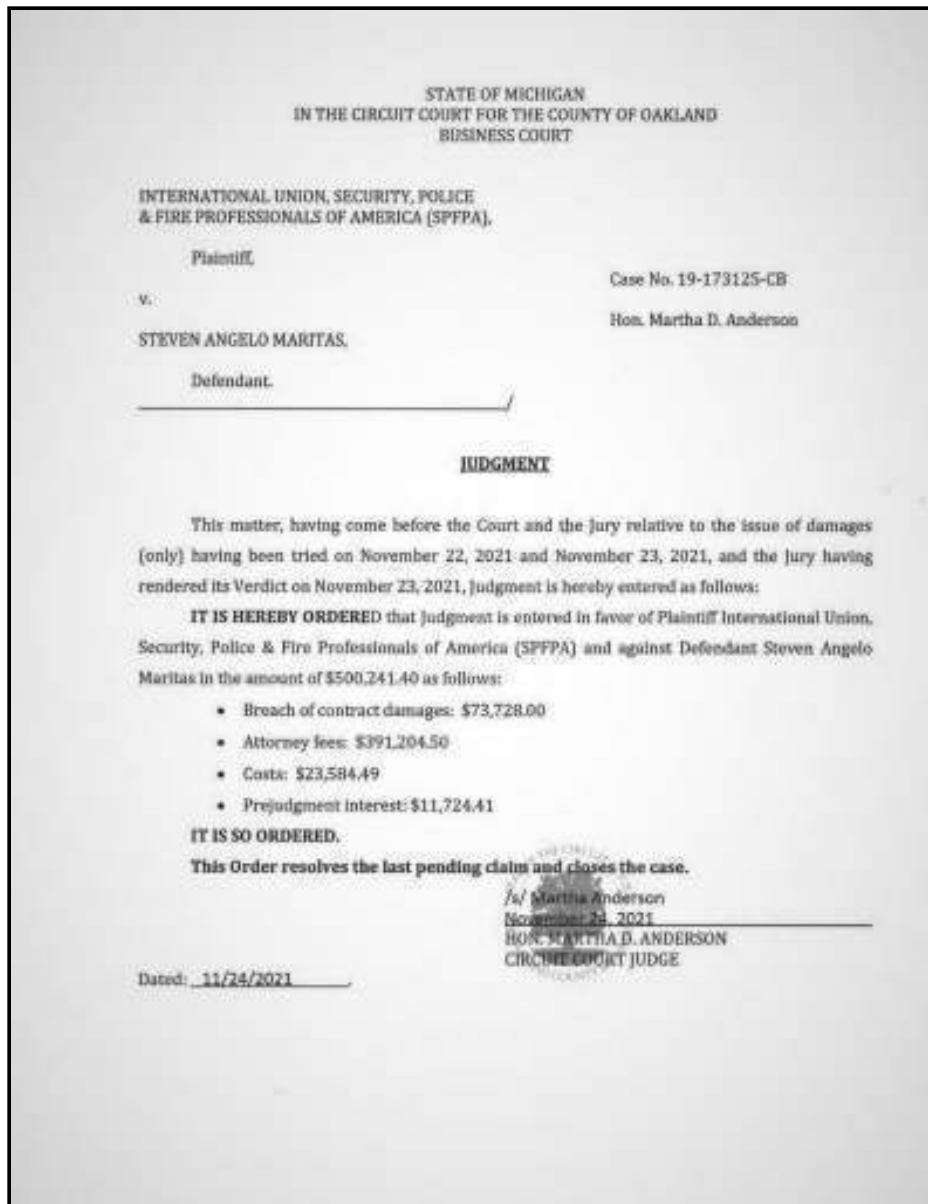
**DESCRIPTION**

The person served was approximately: Skin Color: White, Hair Color: Bald/Balding, Gender: Male Height: 5' 8" Weight: 2200 Age: .

SERVICE ATTEMPTS

06/14/22-TUES -1800- at given address, s/w a gentleman whom that claimed to not be the debt. and the Mercedes in the driveway with Michigan plates wasn't his. However, after further conversation, he revealed himself to me; asking what the service was for, I said not sure, a summons, "oh that's a \$500,000 judgment I don't want to deal with". I asked him again if he was Steven, and he laughed said I'd rather not say. He proceeded to tell me that the Mercedes in the driveway was his that he won in the divorce and that he ran Benevolent Funds all over the country. I asked if he was ever in the military, he said "NO. I said well since you won't take this from me, I'm going to leave it here, and dropped it at his feet touching him.

A JURY VERDICT STATES MARITAS MUST PAY \$500,241.40



On November 23, 2021, an Oakland County Circuit Court jury awarded SPFPA \$500,241.40 from LEOSU Representative Steve Maritas. The SPFPA sued Maritas after he failed to honor three separate written agreements with respect to his improper use of SPFPA property following his discharge from employment.

The Court ruled Maritas violated his contractual obligations and the jury award the SPFPA the full amount of damages proved at trial. A Federal jury trial against Maritas/LEOSU on his defaming the SPFPA and its President David L. Hickey is anticipated to go to trial later this year. An even larger damages amount against Maritas and

**his Union is expected from the that
jury.**

**IF YOU'RE STUCK
IN A MARITAS
UNION AND YOU
WANT OUT?**

***WE CAN HELP!
CALL THE SPFPA
AT 800-228-7492***

INFORMATION UPDATE

What happened to the LEOSU? The website is down, and its members have been let down! Many of you know, Maritas' defamation campaign against SPFPA was crushed after a jury levied a half-million-dollar judgment against him. The question now is, where will he get the money to pay for it? You and your fellow LEOSU members have a right to know if he has been using or plans to use your dues money to pay his debt.

The number of units leaving or waiting to leave LEOSU grows daily. The membership dues are not being used for that purpose. You, as members, have the right to know how your dues money is spent. You could ask Maritas, but, where is he? You could review his latest DOL LM report, but when will that be posted? The only option left is to call the Department of Labor Washington DC office @ [1-866-487-2365](tel:1-866-487-2365) or email at www.dol.gov. If you are under a LEOSU contract, it's time to plan your escape. SPFPA has already helped several units leave LEOSU behind, and we are working with several more. SPFPA is Here to Help! Call our International office toll-free at 800-228-7492 for details.

You must have posted your question to the wrong post.

The Law Enforcement Officers Security Unions (LEOSU) is a full service labor organization formed to provide every labor related service from negotiations, grievance processing, legal and legislative representation.



Like



David Hickey

Edited · 3 hours ago



Creator and Exec. Director of this small Union had an arrest warrant for failing to pay child support, he also owes over \$100,000 in back federal and state taxes, and he has a Michigan State jury verdict against him for over \$500,000. This year he has a multi million dollar federal trial against him and his unions (?) for defamation which he continues to do to this day. This guy is on his way out, and when they finally catch up with him.....the fall will be a hard one! Karma is an amazing thing! No integrity, no honor.....NO WAY!

Like Reply 12h



Steven Dickey Admin

Sal Mazza It doesn't really hurt SPFPA in my eyes though.

If anything - it proves that they run their ship how they say they do. A democracy.

The people elect their officials and they are then left to operate their local as they see fit just like any other union.

It isn't SPFPA's fault some criminal piece of trash is stealing the dues money. That's more or less unavoidable at some point when you're as big a union as they are.

Spfpa is who laid the charges on all those people anyway - for embezzlement!

Maritas just thinks people are stupid and can't do the math themselves.

Maritas himself is the criminal! The dude did